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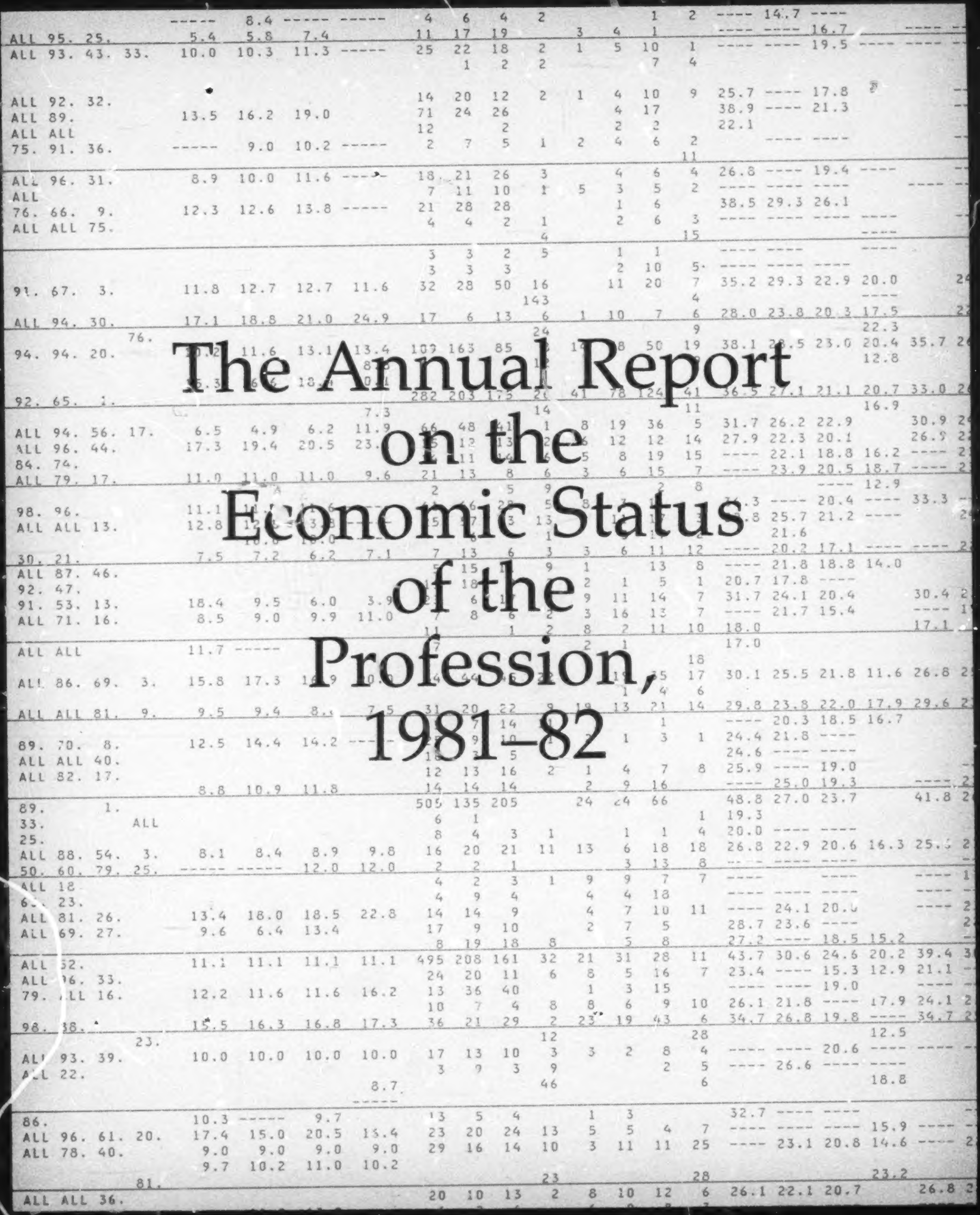

The Annual Report on the Economic Status of the Profession, 1981–82

SPECIAL ISSUE

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Surprises and Uncertainties:

☐ Increases in salaries averaging 9 percent for the 1981–1982 academic year helped faculty incomes keep pace with inflation for the first time since 1972–73.

☐ The purchasing power of faculty salaries declined more than 20 percent during the last decade.

☐ The overall faculty salary level for 1981–82 was $25,750 with professors earning $33,480, associate professors, $25,210, and assistant professors, $20,630.

☐ Salaries in universities averaged $28,520, compared to the $21,030 average in liberal arts colleges. Church-related institutions reported salary levels of $21,310, while overall average salaries in public and private independent institutions were almost identical at $26,500.

These facts and others were contained in a summary report presented by W. Lee Hansen, chairman of the AAUP's Committee Z on the Economic Status of the Profession, at the Association's Sixty-Eighth Annual Meeting in Washington, D.C. This special issue of *Academe* is devoted to the complete report of Committee Z. The faculty salary data on the following pages are based on information collected by both the National Center for Education Statistics and the AAUP. Maryse Eymonerie Associates processed, tabulated, and prepared the statistical data for the report. Data for more than 2,600 institutions are presented in the Appendix tables.

The Annual Report on the Economic Status of the Profession, 1981–1982

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Surprises and Uncertainties

Annual Report on the Economic Status of the Profession, 1981–82[1]

This year, for the first time in almost a decade, the overall average level of real faculty salaries failed to decline; in fact, it increased slightly but by less than one-half percentage point. This surprising outcome results not so much from nominal increases in faculty salaries but rather from a dramatic drop in the inflation rate. Whether real salary gains can be expected to continue next year remains unclear. What is clear, however, is the likelihood that real salary changes will vary more widely among individual institutions than in any recent year. This is because many hard-pressed state legislatures and boards of trustees are having to curtail expenditures, with the result that next year faculty members at a number of institutions will receive smaller increases than this year. The salaries of some faculty members will be frozen at present levels, and a few may even have to take salary reductions. The situation is even worse for those faculty members who have been laid off or who face that prospect next year. And so, while 1981–82 salary gains enabled most faculty members to maintain their economic position over the previous year, the propects for the coming years are filled with great uncertainty for a substantial number of college and university professors.

The longer term prospects continue to look bleak because of the expected continuing outpouring from the graduate schools of large numbers of new Ph.D.'s relative to available openings. New job openings will continue to decline because of prospective reductions in enrollments over the decade and consequent reductions in the need for new faculty members; indeed, it is likely that a number of present faculty members will face termination of their teaching appointments.

The process of adjustment to both short-run and long-run changes is further complicated because of a shift in students' program choices. Increasingly, students have gravitated to disciplines that offer greater promise of improving their future job opportunities. As enrollments shift, the demand for faculty with teaching and research skills in these fields rises. Attracting additional faculty members requires competing more actively with the nonacademic sector, thereby pushing up academic salaries in these high-demand disciplines. Changes of this kind have been occurring, thus widening the spread in faculty salaries by discipline and creating new tensions among faculty members whose economic status has already deteriorated significantly.

SALARY CHANGES IN 1981–82

The overall average level of real salaries of college and university professors for all ranks combined for all types of institutions rose by 0.3 percent from 1980–81 to 1981–82 (Appendix Table 1). This gain occurred because of the sharper than expected drop in the rate of price increases down from 11.6 to 8.7 percent and a sizeable 9.0 percent increase in average salary levels. The last time a real salary gain of this magnitude occurred was in the late 1960s. Less importance should be given to the size of the gain—the 0.3 percent increase will be virtually unnoticeable to the average faculty member or to anyone else—than to the news that the professoriate is holding its own after a string of three years in which real salary declines averaged almost 4 percent annually.

The overall change hides the fact that salary increases varied for faculty members by rank, category, and type of institution (Appendix Table 2). All three of the upper ranks showed increases that exceeded the price-level increase. Faculty members in Category I institutions registered the largest overall gain of 9.4 percent while those in institutions in Categories IIA and III lagged with gains of 8.4 and 8.5 percent, respectively. By type of institution, faculty members at private independent institutions led the way with an overall increase of 10 percent while those at public institutions did least well with an 8.7 percent increase overall. It is clear that Category I institutions made a major push this year because their increases across ranks for each type of institution widened their salary lead over that of institutions in the other categories.

Salary increases for continuing faculty members, those employed in both 1980–81 and 1981–82, again exceeded the increases in average salary levels (Appendix Table 3). The overall increase of 9.9 percent for individuals compares to the 9.0 percent change in salary levels. This difference results because the increase for continuing faculty members is that of individuals on staff both years whereas the change in salary *levels* is affected by turnover. This further manifests itself in the pattern of differences by rank. The difference is relatively small at the full professor rank because turnover is so low. It increases progressively at the next two ranks because of efforts to reward, promote, and retain the most capable younger faculty members. It is worth noting that our final figure of a 9.9 percent increase for continuing faculty members closely approximates our preliminary estimate of a 10.1 percent reported earlier this year in *Academe* (January-February, 1982, p. 27).

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[1] The data for this report were processed, tabulated, and analyzed for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report, the ordering of additional tables, or special tabulations should be directed to MEA, P.O. Box 751, McLean, Virginia 22101, Tel. (703) 525-5393. Orders for additional copies of the Annual Report on the Economic Status of the Profession itself should continue to be directed to the AAUP at One Dupont Circle, N.W., Washington, D.C. 20036, Tel. (800) 424-2973 (Price $20.00).

Faculty compensation levels for all ranks combined for all institutions except those in Category IV grew by 10.1 percent (Appendix Table 4). The larger gain in compensation reflects to a great extent the impact of increases in the costs of mandated fringe benefits, principally the federal social security taxes, unemployment, and workmen's compensation payments. Relatively few gains in other fringe benefits were recorded this year. The gains in fringe benefits over the past few years, which caused them to rise from 17.5 percent of salaries in 1978–79 to 19.3 percent of salaries in 1981–82, are also largely the result of the mandated increases in the cost of benefits.

Salary differences between men and women faculty members continue to show up in our data, as indicated by a comparison of the average salaries of men and women faculty members (Appendix Table 7).

Considerable care must be exercised when looking at salary differences between men and women because it is relatively easy to slip into the trap of comparing what is not comparable. For example, the all-ranks figures cannot be compared for men and women because women constitute a considerably larger proportion of lower ranked and thus lower paid faculty members. Nor is it proper to compare differences even by rank for faculty from all categories except IV, because women faculty members are a progressively larger proportion of total faculty as we move from Category I to IIA to IIB to III, and each category receives a somewhat lower average salary. This means that it is necessary to make comparisons of salaries for specific ranks by type of institution and by category. Even when this is done (by dividing the salaries of women by those of men in Appendix Table 7), differences remain that reflect a variety of factors that cannot be isolated with the data available from the National Center for Education Statistics (NCES) Higher Education General Information Survey.

THE OUTLOOK FOR NEXT YEAR

The outlook for real salary gains in 1982–83 is cloudier than usual for several reasons. Next year's inflation rate is especially difficult to predict. Great uncertainty exists about the magnitude of the increase in average salary levels, given the depressed state of the economy. And finally, whatever the change in average salary levels, much wider variation is expected in the percentage change in average salary levels for individual institutions.

Uncertainty about next year's rate of inflation is greater than in any of the past three years. As indicated by previous reports of Committee Z, strong inflation was predicted for 1979–80, with moderating inflation seen for 1980–81 and for 1981–82. Now with the sharp drop in the 1981–82 inflation rate, it is unclear at what level price increases will stabilize. It seems likely that the 1982–83 price increase will be lower than this year's 8.7 percent rise. How much, however, is anyone's guess. Much depends on national economic policy and a variety of unpredictable forces that periodically jolt the price level. With a continuation of this year's increase in average salary levels, there is some possibility of a not insignificant increase in the average level of real salaries next year.

There is no certainty, however, that this year's percentage increase in salaries will hold for 1982–83. Scattered and preliminary reports on overall faculty salary increases for next year suggest not only lower rates of increase but also considerably greater variation in these increases than for any year in recent memory. A number of institutions have already scheduled increases in the 7 to 10 percent range. Other institutions experiencing budget cuts, particularly public institutions, will be offering only modest increases. Some institutions have had to freeze their salary levels for next year. And a few institutions are actually reducing salaries because of budgetary tightness. Various factors have contributed to this situation, including reduced state and local revenues, reductions in federal aid, and uncertainty about student enrollments for the next academic year.

Whatever the reasons for this situation, it seems quite possible that the level of average faculty salaries will rise by less next year than last year and that inflation will continue to abate. If by chance the average percentage increases in faculty salary levels and in prices are the same so that no real gain occurs, the overall real average salary gains will range from slight gains to large declines.

Another perspective on the immediate outlook comes from contrasting the patterns of nominal salary increase over recent periods of inflation. In the last decade we experienced two periods of increasing and then ebbing inflation: from 1970–71 to 1979–80 when price level increases went from 3.3 percent to 11.1 percent (1970–71 to 1974–75) and from 5.8 percent to 13.3 percent (1976–77 to 1979–80) and then dropped back to 8.7 percent. Increases in average faculty salary levels failed to keep up with inflation because salary increases are frequently set many months before the academic year to which they apply. As a result, salary increases lag substantially behind the price level. At the same time they fail to catch up with or overtake price level increases once inflation subsides. Thus, we observe noticeable shortfalls from 1972–73 to 1973–74 and again over the following year; the same pattern is repeated from 1977–78 to 1978–79 and so on. After each of these inflation outbreaks, salary levels continue to increase sharply, thereby narrowing the real salary loss at the end of the first period and actually producing a gain from 1980–81 to 1981–82.

OTHER COMPARISONS

Year-to-year changes in salary levels and comparisons of differences in salary levels for a single year give only limited insight into the economic status of the profession. Several other kinds of comparisons are helpful. The first examines changes in the real salaries of faculty members over longer periods in an effort to indicate the direction of change in the real economic status of the profession. The second compares the current salaries of faculty members with those of people having approximately similar education and training who are in other professions. The third compares changes in the real economic status of faculty members with those for other professional groups over longer time periods. All of these comparisons help round out our picture of the direction in which we are moving.

Long-term Changes. Changes in the average levels of faculty salaries must, as noted earlier, take price level changes into account. The way in which this adjustment is made is described in the box below. If we view the past decade—1971–72 to 1981–82—as a useful period of comparison, we find that the average real value of faculty salaries declined by 20.5 percent. If we view the last five years—1976–77 to 1981–82—as a more useful period, then we find that the real value of faculty salaries dropped by 11.7 percent. These are substantial declines which differ little from those reported in both last year's and this year's report, namely a 20.7 percent decline from 1970–71 to 1980–81 and a 12.8 percent decline from 1975–76 to 1980–81.

Comparisons with Other Groups. In past reports we have compared faculty salaries with those of other groups. This is difficult to do because, whereas most academics are steadily employed for a full calendar year, the vast majority of faculty members have a salary contract for the nine-month academic year. A small proportion of faculty members have annual appointments that pay the equivalent of eleven-ninths of their academic year salary. Still, a number of faculty members on nine-month contracts do in fact work one or two additional months for their institutions, thereby adding as much as two-ninths to their academic year salary. These additions to salary come from teaching summer school, performing administrative work, engaging in instruction-development tasks, and undertaking funded research activity. Considerable uncertainty exists each year about whether these salary-augmenting activities will be available. Moreover, if faculty members do engage in these activities, their remuneration is not always prorated on the basis of their nine-month salary. Those faculty members not engaged in summer employment at their own institutions may choose to search out other employment opportunities or decide not to work at all. Some of them have good employment opportunities whereas others do not, either because their skills are not in high demand or because good employment opportunities are not available locally.

Recognizing that these special problems exist, we present several types of salary comparisons. The results are not fully comparable because of the slightly different time periods to which they apply. But essentially they relate to the 1980–81 period as indicated by the headings at the top of each column in Table I below. Panel 1 shows average federal salaries for GS-11, 13, and 15 levels. Panel 2 shows average salaries in the private sector for a variety of professional and administrative occupations. Panel 3 shows year-round, full-time earnings for all workers and for several broad occupational groups.

The data in Panel 4 are of special interest because they permit direct comparisons of year-round, full-time earnings for college and university faculty members with annual earnings of salaried and self-employed professionals and other occupational groups in Panels 1 and 3. Finally, Panel 5 shows average 1980–81 faculty salaries, overall and by rank.

Several conclusions can be drawn from these data. First, and most important, the average full-year faculty earnings of $26,581 reported in Panel 4 are approximately 12 percent greater than the average academic-year salary of $23,650 for all faculty members shown in Panel 5. This means that on average faculty members earned the equivalent of about one month of additional pay for work they perform during summers or at other times. Alternatively, it means that roughly half of all faculty members received the equivalent of two months of summer earnings while the other half received none. Given the prevalence of summer school teaching and summer funding for research activities, this is not so surprising. What needs to be stressed is the uncertainty of receiving these earnings.

A second conclusion is that faculty members, despite their significantly greater investment in Ph.D. training receive quite modest salaries by contrast with both federal employees and higher level professional and administrative employees in the private sector.

Comparisons of Changes. How well have faculty salaries kept up with the salaries of these other comparable groups? Table II below shows that real faculty salaries dropped at about the same rate as did the salaries of federal government employees in the higher grades. The decline for faculty members proved to be much more substantial relative to employees in the private sector. The real decline for faculty members was on average more than twice as great in the last five years and over the last decade.

The Deflation Adjustment. At various times questions have been raised not only about the reliability of the consumer price index which is used to adjust faculty salaries for price level changes but also about the suitability of other price deflators. We respond here to those questions.

As most newspaper readers know, there are several sources of distortion in the consumer price index. One results from the way housing costs are figured. To summarize briefly, sharply rising interest prices have pushed up the overall level of the index because the weighting scheme used in calculating the index includes mortgage interest payments at the current market rate of interest even though most mortgage holders pay substantially lower interest rates on funds

TABLE I

Comparisons of 1980–81 Academic Salaries with 1980 Salaries and Earnings of Similar Groups of Workers

Annual Earnings	PANEL 1 Federal Government March 1981	PANEL 2 Private Industry March 1981	PANEL 3 Broad Occ. Groups Yr-Round. Full-time 1980	PANEL 4 Prof. & Admin. Groups Yr-Round Full-time 1980	PANEL 5 AAUP (All Categories Except IV) 1980–81
$60,000		56,960 (Atty. VI) 56,830 (Engr. VIII) 56,020 (Ch. Acct. IV)			
50,000	49,020 (GS-15)	48,850 (Chem. VII) 44,850 (Atty. IV) 42,890 (Pers. III) 42,620 (Engr. IV)			
40,000				37,080 (Self- Empld. Professionals)	
	36,580 (GS-13)	36,660 (Chem. V)			
30,000		30,580 (Buyer IV) 28,820 (Acct. IV)			30,870 (Professors)
		28,720 (Job Anal. IV)	26,500 (Profs.) 26,400 (Mgrs.)	27,740 (Salaried Mgrs.) 26,580 (Coll. & Univ. Fac)	
	25,370 (GS-11)	24,400 (Audit. III)		25,620 (Sal. Profs.)	23,650 (All Ranks) 23,290 (Associates)
20,000			20,520 (All Workers) 18,900 (Craft) 17,990 (Clerical)	18,770 (Self-Empld. Mgrs.)	18,980 (Assistants)
15,000					15,150 (Instructors)

Sources: Panels 1 and 2: *National Survey of Professional, Administrative, Technical and Clerical Pay,* U.S. Dept. of Labor: Bureau of Labor Statistics, U.S. Government Printing Office, Washington, D.C., March 1981, Table D 1.
Panels 3 and 4: Bureau of the Census, unpublished data.
Panel 5: AAUP Annual Report on the Economic Status of the Profession, 1980–81, Table 14.

Note: All figures are mean values which have been rounded to the nearest $10. The data in Panels 3 and 4 are for men only.

borrowed in the past when interest rates were lower. Hence, sharp inflation which necessarily raises interest rates produces an upward bias in the consumer price index. To cope with this problem the Bureau of Labor Statistics has developed and is publishing an alternative index that will be phased in as the regular index over the next several years. Another distortion results because a fixed market basket of goods is used in calculating this index. As prices rise, consumers attempt to substitute less expensive goods for those that have risen most rapidly, thereby mitigating the impact of price increases. To deal with this problem, some observers suggest using the price deflator for the domestic portion of the gross national product. The values of these indexes, their annual percentage changes, and longer period percentage changes are shown in Table III.

Without going into all of the details, use of these deflators would reduce the magnitude of real salary declines for faculty members as well as for other comparison groups. Over the 1976–77 to 1981–82 period, the real salary decline of 12 percent for faculty members would drop to about 7 percent using the experimental CPI and to about 3 percent using the gross domestic product deflator. Since comparisons with other groups would be similarly affected, the major effect of using one of the alternate indexes would be to reduce the measure of decline in real absolute salaries for all groups.

We plan to continue using the official CPI, recognizing that it will be modified in the future as conditions warrant. The CPI has long been and continues to be recognized as the appropriate measure to employ in calculating the real value of salaries, not only by force of custom but also by incorporation into salary-setting procedures, collective bargaining contracts, and the like. To recast our past calculations of real salary changes using one of the alternative deflators is not advisable because they would present a false picture of the economic status of the profession relative to other professions. The substantial real salary decline already suffered by faculty members is enough of a burden to bear.

THE LONG-RUN ACADEMIC LABOR MARKET OUTLOOK

The outlook for the academic labor market continues to be grim, both over the rest of the decade and well into the 1990s. This conclusion is based on a recent study by William G. Bowen, president of Princeton University, who updated the academic labor market projections made for the Carnegie Commission in the mid-1970s by the late Allan Cartter (see *Bowen's Graduate Education in the Arts and Sciences: Prospects for the Future,* Report of the President, Princeton University, April, 1981). Cartter's projections showed a sizeable drop in new faculty openings during the 1980s, along with a continuing increase in the number of Ph.D.'s awarded. Inasmuch as new doctorates were projected to grow at their then current rate, a widening gap would develop between openings and qualified seekers of those openings.

Bowen's new results, while somewhat less pessimistic, hardly call for rejoicing. He estimates that new openings through the 1980s will not change much from Cartter's projections. However, the number of Ph.D.'s awarded plateaued in 1973, the final year used in Cartter's analysis, and since then has even declined slightly. Based on these changes, Bowen suggests that the number of Ph.D. degrees awarded from now until the turn of the century will remain unchanged or possibly decline by perhaps as much as 20 percent. From his analysis, Bowen concludes that throughout the 1980s the number of new faculty openings will fall substantially short of the number of new Ph.D.'s awarded. Indeed, new openings will be only about one-third as numerous as new Ph.D. recipients. This contrasts sharply with the deficit of new Ph.D.'s relative to faculty job openings in the 1960s and with an even larger excess of new Ph.D.'s over job openings in the 1970s. The situation in the 1990s will begin to improve as the college-age population rises again and as larger proportions of current faculty members, many recruited in the expansionary period of the 1960s, reach retirement age. These developments will narrow the gap between academic openings and new Ph.D.'s.

The market for new Ph.D.'s does not depend solely on academic demand and is not contingent on elimination of this gap. Considerable proportions of new Ph.D.'s take nonacademic jobs each year. To the degree that these markets remain strong, the size of the Ph.D. surplus will be reduced. It seems unlikely, however, that the surplus [illegible] be reduced sufficiently to guarantee Ph.D.'s ready employment that will utilize their highly specialized skills.

Bowen's analysis highlights the difficulties faced by college and university professors. While substantial numbers of new Ph.D.'s have always opted for employment in nonacademic settings, the high level of Ph.D. production expected in the 1980s will weaken the ability of faculty members to gain reasonable salary increases. The situation will be worsened to the extent that nonacademic employment opportunities expand more slowly than in the past, particularly in the public sector. To the extent, however, that college students now contemplating graduate training—and particularly college teaching careers—realize that their economic prospects are increasingly less optimistic, graduate enrollments could well drop by more than Bowen projects. If so, the "oversupply" of new Ph.D.'s will be decreased. Whether this response will occur and, if it does, how strong it will be, is not at all clear.

Careful projections such as those done earlier by Cartter and now repeated by Bowen cannot be taken as predictions of what will occur as the future unfolds. But they do indicate the quantitative implications of recent trends combined with plausible projections about the future direction of these trends. The results of these projections also provide important information that may alter behavior, thereby ensuring that the projected values do not materialize. The possible responses are many and varied. In addition to possible declines in graduate school enrollments, faculties may decide to scale back their graduate programs. Alternatively, some faculty members may become discouraged and leave academe. Others may respond to early retirement incentives. And finally, those who set faculty salaries may on the basis of these projections conclude that faculty salaries can be allowed to lag without seriously jeopardizing the hiring of capable new young faculty members.

TABLE II

Comparison of Change in Real Salaries for Individuals in Other Professional and Technical Groups

Occupational Groups	Percentage Change in Real Salaries		
Academic Salaries (1980–81 academic year)	1970–71 to 1980–81	1975–76 to 1980–81	1980–81 Salary Level
Professor	−20.6	−12.8	30,870
Associate Professor	−20.9	−13.2	23,290
Assistant Professor	−21.3	−13.1	18,980
Instructor	−20.9	−13.4	15,150
All Ranks Combined	−20.7	−12.8	23,650
Average Salaries in Selected Professional and Administrative Positions in Private Industry	1971–81	1976–81	1981
Attorney VI	−10.6	−4.1	66,960
Engineer VIII	−5.3	−1.8	56,830
Chief Accountant IV	+1.4	+3.4	56,020
Chemist VII	−11.3	−8.9	48,850
Attorney IV	−9.9	−5.8	44,850
Director of Personnel III	−3.6	+0.1	42,890
Engineer VI	−7.6	−3.8	42,620
Chemist V	−8.9	−4.8	36,660
Buyer IV	−7.8	−4.6	30,580
Accountant IV	−6.0	−3.7	28,820
Job Analyst IV	−9.3	−6.1	28,720
Auditor III	−11.1	−4.9	24,400
Average Annual Pay Rates for Federal Government Employees	1971–81	1976–81	1981
Grade GS-15	−21.7	−13.9	49,020
Grade GS-13	−20.2	−11.9	36,580
Grade GS-11	−22.1	−13.1	25,370

Sources: Academic salaries from AAUP Annual Report on the Economic Status of the Profession, 1980–81, Table 14, p. 230. Private industry salaries and federal employee salaries from *National Survey of Professional Administrative, Technical, and Clerical Pay,* (Washington: U.S. Government Printing Office, 1971, 1976, 1981), Table D 1.

In discussing the academic labor market, it is important to recognize the existence of a large number of separate academic labor markets for people in the various disciplines. The fact that an overall imbalance exists between the total number of new Ph.D.'s and total job openings tells us little or nothing about market imbalances in particular labor markets. Unfortunately, it is far more difficult to make separate projections for each labor market. Were this to be done, and done well, we would observe substantial differences in prospective opportunities. In many disciplines the production of new Ph.D.'s would exceed new job openings, but in others there would

TABLE III

Comparisons of CPI and Alternative Deflators for Calculating Change in Real Faculty Salary Levels

(Calendar-Year Basis)

Year	CPI 1967 = 100	CPI-U X1 1967 = 100	GNP Deflator 1972 = 100
Annual Values of Indexes			
1971	121.3	118.5	96.0
1972	125.3	122.2	100.0
1973	133.1	129.8	105.7
1974	147.7	142.9	114.9
1975	161.2	154.7	125.6
1976	170.5	163.5	132.1
1977	181.5	173.9	139.8
1978	195.4	185.8	150.1
1979	217.4	203.6	162.8
1980	246.8	226.4	177.4
1981	272.4	248.0	193.6
Percentage Annual Average Change			
1971	4.3	4.3	5.0
1972	3.3	3.1	4.2
1973	6.2	6.2	5.7
1974	11.0	10.1	8.7
1975	9.1	8.3	9.3
1976	5.8	5.7	5.2
1977	6.5	6.4	5.8
1978	7.7	6.8	7.3
1979	11.3	9.6	8.5
1980	13.5	11.2	9.0
1981	10.4	9.5	9.1
Percentage Change in Price Measures			
1971 to 1981	224.6	209.3	201.6
1976 to 1981	159.8	151.7	146.5
1971 to 1976	140.6	138.0	137.6

Source: CPI deflator from the Bureau of Labor Statistics. GNP deflator from U.S. Department of Commerce, Office of Business Economics.

be a balance, and in still others new Ph.D. production would fall short of new job openings.

SALARY DIFFERENCES BY DISCIPLINE

In the absence of detailed information on the condition, both present and future, of each discipline's labor market, we can still gain some perspective on their differences by comparing average salary levels by discipline. Having some sense for the strength of these separate labor markets is important because it is within these markets that individual salary levels and to some extent salary increases are shaped. Moreover, these disciplinary labor markets are likely to be considerably more volatile than the academic labor market as a whole. This is apparent from contrasting the much-discussed differences in labor markets for faculty members in such specialities as business, computer sciences, and engineering with those in, say, the humanities; the market for the former specialities is extremely active while that for the latter is relatively inactive by contrast.

The way in which differences in market activity manifest themselves in salary differences deserves brief comment. It is well known that enrollments in business, computer sciences, and engineering have increased dramatically over the past several years as students seek to adapt to a generally less favorable labor market for college graduates. These enrollment increases generate a demand for additional faculty members. Simultaneously, private sector markets for people with highly developed skills in those fields are also extremely active, with the result that salaries are bid upward in an effort to both attract and retain high quality personnel. Starting salaries for baccalaureate degree holders in these fields are so attractive that graduates show little interest in pursuing a Ph.D. degree. New Ph.D.'s are increasingly attracted by high salaries in the private sector. Faculty members themselves find nonuniversity positions increasingly attractive because of increasing salary disparities between the private sector and higher education. As a result, university administrators as well as department chairs and their colleagues are forced to offer higher starting salaries and to provide larger salary increases in high demand disciplines so that university teaching and research programs can be maintained or at worst not substantially weakened.

For other disciplines, notably the humanities, the situation is quite different. Enrollment shifts over the past decade have lessened the need for teaching faculty members. As a result, some departments have more abundant personnel because their enrollments have fallen faster than faculty size has contracted. Perhaps more important, alternative job opportunities that utilize the skills of people in these disciplines, whether new Ph.D.'s or established Ph.D. faculty members, are almost nonexistent. The limited market in the federal government for talented Ph.D.'s has been saturated through past hirings. Despite this, the number of graduate students seeking Ph.D.'s has not fallen off as rapidly as might have been expected.

The net result of this wide array of forces affecting particular labor markets is revealed when faculty salaries are compared across disciplines. Because Committee Z does not collect faculty salary data by discipline, we must turn to other data. Two authoritative and detailed sources are available. One is the data coming from the Survey of Doctorate Recipients conducted by the National Research Council (see National Research Council, *Science, Engineering and Humanities Doctorates, 1979 Profile*). Carried out every two years, this survey obtains a variety of information, including the academic salaries and total professional earnings for science, engineering, and humanities Ph.D.'s These data are highly useful, but, because of sample-size limitations, cannot provide all of the detail needed for the analysis here. Hence, we turn to another source, the annual *Faculty Survey by Discipline* for institutions belonging to the National Association of State Universities and Land-Grant Colleges (published by the Office of Institutional Research, Oklahoma State University). While coverage is restricted to public research universities, making it quite similar to our Public Category I institutions, this group is important in setting the overall level of salaries because of the vigorous competition for faculty members among these institutions.

TABLE IV

Average Salary Levels for Full Professors and New Assistant Professors 1981–82 and Percentage Change from 1976–77 to 1981–82, by Discipline[1]

(Listed in Descending Order of Average Salary Levels)

Discipline	Average Salary	Percent Change	Discipline	Average Salary	Percent Change
FULL PROFESSORS			NEW ASSISTANT PROFESSORS		
Law	$46,310	50%	Law	$28,790	42%
Computer Info.	38,610	42	Business	25,590	53
Business	38,480	49	Computer Info.	25,400	64
Engineering	37,380	48	Engineering	25,200	58
Physical Sci.	36,210	44	Agriculture	21,100	40
Mathematics	35,770	39	Tech. & Occup.	21,020	36
Interdisc. Stud.	35,320	27	Public Affairs	21,010	35
Social Sci.	35,140	42	Architecture	20,950	49
Psychology	34,940	40	Library	20,680	42
Public Affairs	34,830	36	Home Economics	20,220	33
Biology	34,330	44	Physical Sci.	20,130	43
Tech. & Occup.	34,300	55	Mathematics	19,870	39
Foreign Langs.	33,730	39	Area Studies	19,790	47
Letters	33,620	43	Communications	19,670	37
Home Economics	33,360	45	Biology	19,640	35
Architecture	33,090	43	Education	19,240	35
Communications	32,840	41	Psychology	18,830	36
Area Studies	32,790	35	Social Sci.	18,730	34
Agriculture	32,680	46	Interdisc. Stud.	17,950	32
Education	32,510	42	Fine Arts	17,710	37
Library	32,480	34	Letters	17,590	32
Fine Arts	30,980	41	Foreign Langs.	17,290	30
All Combined	35,230	42	All Combined	21,070	44

[1] Taken from the 1981–82 Faculty Salary Survey by Discipline of Institutions Belonging to the National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

NOTE: Salaries have been rounded to nearest $10 and percentages to nearest unit.

The results presented in Table IV, showing differences in average faculty salaries by discipline for full professors, provide few surprises to anyone who is familiar with faculty salary structures. The 1981–82 data show a wide range, from $46,310 for law faculty members down to $30,980 for the fine arts. No salary structure is immutable, as a comparison of percentage changes from 1976–77 to 1981–82 indicates. Not only did the salaries of full professors rise by 42 percent over this five-year period, but the percentage changes in salary levels ranged widely, from a 50 percent increase for law faculty members down to 27 percent for faculty in interdisciplinary studies. It is important to note that these percentage changes may partly reflect shifts in the age composition of faculty members, thereby pushing average salary levels down in disciplines that have expanded rapidly by accelerating the promotion of younger faculty members. But this very growth also pushes average salary levels upward because of the need to attract people from outside the academic sector and to offer better salaries to those already in the discipline who might be tempted to move out of the academic sector.

The pattern of percentage salary increases accords with that suggested earlier; that is, substantial increases occur in those disciplines that have experienced enrollment growth, which reflects in turn strong demand for people, including faculty members, from the private and to some extent public sectors. The disciplines with lagging salary increases do not fit as easily into any one category, although several of them reflect special types of programs, notably interdisciplinary and area studies and also public affairs.

The strength of market forces cannot be expected to show up as clearly for full professors because many of them are quite satisfied with what they are doing and employers find it more difficult to dislodge them with more competitive offers. But we would expect the salaries of new assistant professors to be highly responsive. All of them are searching for positions, comparing the relative attractiveness of different academic positions and, for those in some disciplines, the relative attractiveness of academic versus nonacademic employment.

The 1981–82 salary data for new assistant professors bear out this conclusion. The spread between the highest and lowest salary averages across disciplines is considerably greater; the ratio of the top to bottom salary levels for new assistant professors is 1.67 as contrasted to 1.49 for full professors. The average increase in salaries over the five-year period is slightly larger, 44 versus 42 percent for full professors. More important, the percentage increases by discipline range much more widely, all the way from 64 percent for computer information faculty members to 30 percent for those in foreign language departments.

The pattern of percentage increases also accords with information widely reported in the press and elsewhere about the strong demand for new faculty members to teach burgeoning enrollments of students in business, sciences, and engineering. Whether architecture represents a booming field is less clear. And the substantial percentage increase for area-studies personnel may reflect the dearth of new Ph.D.'s emerging with this type of training.

The greatly weakened demand in certain disciplines for new faculty members also shows up clearly in the smaller percentage salary increases for new assistant professors as compared to full professors. Foreign languages, letters, interdisciplinary studies, and social sciences, to pick a few, record substantially lower salary increases for new assistant professors. These are disciplines whose principal source of demand is academic employment. Because the output of new Ph.D.'s continues to be substantial, competitive pressures to push salaries upward have been exceedingly weak.

The data on these disciplinary categories veil differences by fields within these disciplines. For example, the social sciences market appears to be a weak one as evidenced by the 34 percent salary increase over the past five years for new assistant professors. The market for economists, however, is considerably stronger than that for sociologists or geographers. Salaries of new assistant professors in economics rose by 43 percent, close to the overall average, while those for sociologists and geographers rose by 29 and 30 percent, respectively. While this is one of the more noteworthy differences within the various disciplines, readers who want to pursue this line of analysis are advised to consult the averages by field rather than to rely on the averages by discipline.

To conclude this section, we might ask which disciplines were able to gain or at least maintain their salaries in real terms over the 1976–77 to 1981–82 period. For full professors not a single discipline received increases exceeding the 60 percent CPI increase. For new assistant professors, only computer and information sciences with its 64 percent salary increase exceeded the rate of inflation. Engineering came close with a 58 percent increase, followed by business with a 53 percent rise.

TURNOVER DATA

Additional insight into the changing nature of the academic labor market is provided by turnover data from the AAUP data bank. This data bank was created by Maryse Eymonerie, former Associate Secretary and Director of Research, prior to her resignation from the Association Staff. Financial support for development of the data bank was provided by the Exxon Education Foundation.

The data bank, while particularly useful in preparing comparisons over several years, both for individual institutions and groups of institutions, can also shed light on changing patterns of turnover. This is done by comparing the changing proportions of continuing faculty to all faculty members by rank over different time periods.

The percentage of all faculty members by rank remaining on the staffs of colleges and universities over two successive years depends heavily on the speed of institutional growth and the extent to which faculty members leave their institutions, whether voluntarily (to take other jobs) or involuntarily (because they retire or their contracts are not renewed).

With the dramatic slowing of institutional growth and the consequent diminution in opportunities to move to other institutions, plus more stringent promotion policies, it is to be expected that retention rates would fall at the full professor rank, and rise at the instructor rank because of the special nature of that rank.

The tabulations in Appendix Table 11 permit us to examine turnover patterns by rank and for selected years over the last decade. We do indeed observe increases in retention rates for full professors, with the largest increases for faculty members at teaching institutions, namely, Category IIB, III, and IV instituions. At the assistant professor rank the lower the category of institution, the higher the retention rate. This indicates quite clearly that young faculty members no longer have the wide-ranging options of their counterparts a decade or so ago. They must continue in their current jobs because of the absence of other opportunities and they must hope that the current contracts are renewed. Retention rates for instructors are typically much lower than for each of the other ranks at Category I institutions, and in addition they have fallen somewhat because of the ease of recruitment for replacements. By contrast, retention of instructors has risen sharply at Category III institutions, presumably because of limited alternative employment opportunities that utilize the special skills of these faculty members.

COMPARABILITY OF AAUP DATA AND OTHERS

Discerning readers will note differences in the results reported here and those from two other reports on 1981–82 faculty salaries. Differences occur not only in the levels of salaries but also in the percentage increases in faculty salaries. Because these other reports by the National Center for Education Statistics (NCES) and *The Chronicle of Higher Education* received wide publicity, it is important to discuss the reasons for these differences. The data in this report were collected in part by NCES and in part by Maryse Eymonerie Associates under contract with the AAUP. Unlike the practice in previous years, NCES did not collect data on salary increases for continuing faculty. Because of the importance of this information, AAUP, with financial support from the Exxon Education Foundation, undertook the gathering of these essential data to compute percentage increases in salary for continuing faculty. Preliminary results from this phase of the data collection were published in *Academe* earlier this year, as already noted.

One of the great strengths of AAUP's Committee Z Report is that it reflects intensive work with the raw information collected by NCES to ensure that it is accurate and complete. Errors and gaps found in the information reported to NCES are carefully checked with institutions so as to verify the accuracy and completeness of each institution's data before their publication in the Committee Z Report. In addition, strenuous efforts are made to gather salary data from institutions that either were not on the purchased NCES tape or were late in providing reports to the Center. This intensive work with the raw NCES data ensures that the Committee Z results give the most complete and accurate possible representation of the economic status of the profession.

The NCES preliminary data released in May report somewhat larger percentage salary increases than we obtain from our tabulations. NCES reports a 9.2 percent increase in the overall average for faculty members in all ranks as compared to our 9.0 percent figure. The 9.2 percent overall (i.e., all ranks combined) increase from NCES is surprising since the average percentage increases for each of the five ranks is less than 9.2 percent! The NCES data on salary levels also differ somewhat. The AAUP data show an overall average of $25,750 which is more than $900 higher than the NCES figure of $24,843. The AAUP salary levels are also on average higher by rank; AAUP salary levels exceed the NCES reported salary levels by more than $900 at the full professor rank, by over $400 at the associate professor rank, by over $200 at the assistant professor rank, and by over $1200 at the lecturer rank; however, at the instructor level the NCES salary level exceeds the AAUP salary level by almost $100. Similar differences are found in salary levels by type of institution and by sex. There are two major reasons for these differences. First, the preliminary data tabulated and released by NCES are based on unedited data and only include institutions which submitted the information by the pre-set deadline for these preliminary tabulations. Second, NCES tabulates data for 9-month and 12-month salaries separately. AAUP converts 12-month salaries to the standard academic-year basis when necessary and presents all data combined on the same basis.

In discussing the results of the NCES report on faculty salaries, *The Chronicle of Higher Education* noted the similarity between the overall average faculty salary figure from NCES and the overall average faculty salary figure reported by *The Chronicle*, based on a survey it sponsored early last fall. *The Chronicle's* own results were obtained from questionnaire survey responses provided by approximately 4300 individual faculty members. These results showed an overall average salary level of $24,834 and an 8.9 percent salary increase from 1980–81.

Examination of *The Chronicle* data reveals that its survey provides information not on average levels of faculty salaries each year but rather on the average levels of faculty salaries for those faculty members who are continuing faculty members, that is, those faculty members employed in 1981–82 who were also employed in 1980–81. Because newly hired low-paid young faculty members are excluded from *The Chronicle* survey, its results undoubtedly overstate the average level of faculty salaries; the magnitude of this overstatement cannot be ascertained. To the extent that *The Chronicle* data describe salary levels and increases in salaries of continuing faculty members, this means that direct comparisons can be made only with AAUP data on the salaries of continuing faculty members. Focusing only on the increases, we find that *The Chronicle* data reported an overall salary increase for continuing faculty members (individuals employed in both 1980–81 and 1981–82) of 8.9 percent; this is a full percentage point below the 9.9 figure obtained from the AAUP data.

These two brief comparisons indicate that considerable caution is required in using both the NCES salary information, which comes from the same source as our data, and quite different salary information published by *The Chronicle*.

COMMITTEE REPORT

The Committee met in October to deal with a variety of issues. Of particular concern was the collection of data used to prepare this report. A decision was made to rely on NCES for the information on current staff and to gather data on the salaries of continuing faculty members, utilizing the services of Maryse Eymonerie Associates. A decision was also made to issue, around the first of the year, a preliminary estimate of the percentage increase in salary. Given the success of these efforts, a subsequent decision has been made to proceed in the same way during the coming year.

The Committee, in response to continuing ambiguities in the distinctions among institutional categories, particularly Categories IIA and IIB, decided to make some slight modifications in the classification system used for the purpose of this survey. These changes are described in the section preceding the Explanation of Statistical Data for Appendix I at the end of this report.

Work is continuing on various projects dealing with the impact of inflation on retirement benefits, the effect of federal budget cuts on higher education, and the determinants of salary increases.

As usual, Committee Z members Hirschel Kasper, David D. Palmer, and Carl V. Patton join me in offering our profound thanks to Maryse Eymonerie Associates for the superb work that was done in gathering data on the salaries of continuing faculty members and for integrating this information with the NCES data to produce this report.

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University of Wisconsin-Madison
Chair, Committee Z on the
Economic Status of the Profession

CALCULATING CHANGES IN REAL SALARIES

Faculty members, administrators, chapter officers, and others periodically inquire about how to calculate changes in the real value of salaries, either their own salaries or those of their institutions. Though the method of calculation is not complicated, few people make these calculations often enough to warrant their remembering the exact formulas. Therefore, we review the procedure again this year.

The reason for making such calculations is that faculty salaries do not necessarily increase at the same rate as the price level. To the extent that prices rise faster than salaries, fewer goods and services can be purchased with these salaries. As a result, it is necessary to correct or to adjust salaries for price level changes to assess changes in the economic status of faculty members.

Several terms are used to describe the adjusted and unadjusted salary figures. Salary levels adjusted for price level changes are described as expressed in money or monetary terms or in current dollars. Salary levels adjusted for price level changes are described as expressed in real terms or in constant dollars.

How do we calculate the change in the real value of salary levels for full professors over the period 1976–77 to 1981–82? Suppose we are interested in the salaries of full professors for "all categories except IV" and for "all combined" institutions.

Step 1. Find the average value of salaries at the full professor rank in 1976–77 from Table 3 of the 1976–77 report. The figure is $23,930.

Step 2. Determine the average value of salaries at the full professor rank in 1981–82. The average value of the 1981–82 salary level—$33,480, taken from Table 5 of this report—is not the appropriate one to use. Instead, the 1976–77 salary level must be cumulated to the 1981–82 level by the successive annual percentage increases in salaries, using the annual percentage increases from Table 1 of this year's report. The result is a 1981–82 salary level of $33,292 which is used in Step 3 below. This figure differs slightly from the published 1981–82 salary level figure because of changes in the composition of institutions covered in the survey over this period.

Step 3. Calculate the index change in monetary salary at the full-professor rank as follows:

Index Change in Monetary Salary

$$= \frac{\text{1981–82 salary}}{\text{1976–77 salary}} \times 100$$

or

$$= \frac{33{,}292}{23{,}930} \times 100 = 139.1$$

Step 4. Calculate the index change in price using the increase in the academic year CPI from Table 1, as follows:

Index of Change in price

$$= 100 \times 1.067 \times 1.094 \times 1.133 \times 1.116 \times 1.086$$
$$= 160.3$$

Step 5. Determine for the full-professor rank the percentage change in real salary from 1976–77 to 1981–82. This is done as follows:

Percentage Change in Real Salary

$$= \left[\frac{\text{1981–82 salary}}{\text{1976–77 salary}} \div \frac{\text{1981–82 price index}}{\text{1976–77 price index}} - 1\right] \times 100$$
$$= -13.2$$

(for example:
$[(139.1/160.3 \text{ or } 0.868) - 1] \times 100 = -13.2$)

It is clear that over this period monetary salary increases (from Step 3) fell short of price level increases (from Step 4), with the result that the real salary level of full professors' salaries fell by 13.2 percent. Procedure can be applied to an institution's salary level or to an individual member's salary by looking up the 1976–77 and 1981–82 salaries, inserting them into the formulas, and then making the calculations.

TABLE 1

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1]—Institutions Reporting Comparable Data for Each of the One-Year Periods Since 1971–72

One-Year Period	Professor	Associate	Assistant	Instructor	All Ranks	Increase in CPI
INCREASE IN MONETARY SALARY						
1971–72 to 1972–73	4.3	4.2	4.1	3.9	4.1	4.0
1972–73 to 1973–74	5.2	5.2	4.8	4.7	5.1	9.0
1973–74 to 1974–75	5.8	5.9	5.7	5.8	5.8	11.1
1974–75 to 1975–76	6.2	5.9	5.7	6.1	6.0	7.1
1975–76 to 1976–77	4.7	4.7	4.7	4.7	4.7	5.8
1976–77 to 1977–78	5.2	5.4	5.3	5.4	5.3	6.7
1977–78 to 1978–79	5.6	5.8	5.9	6.0	6.0	9.4
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	13.3
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	11.6
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	8.7
INCREASE IN REAL TERMS						
1971–72 to 1972–73	0.3	0.2	0.1	−0.1	0.1	4.0
1972–73 to 1973–74	−3.5	−3.5	−3.9	−3.9	−3.6	9.0
1973–74 to 1974–75	−4.8	−4.7	−4.9	−4.8	−4.8	11.1
1974–75 to 1975–76	−0.8	−1.1	−1.3	−0.9	−1.0	7.1
1975–76 to 1976–77	−1.0	−1.0	−1.0	−1.0	−1.0	5.8
1976–77 to 1977–78	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977–78 to 1978–79	−3.5	−3.3	−3.2	−3.1	−3.1	9.4
1978–79 to 1979–80	−5.1	−5.6	−5.7	−6.1	−5.5	13.3
1979–80 to 1980–81	−2.5	−2.8	−2.7	−2.7	−2.6	11.6
1980–81 to 1981–82	0.3	0.2	0.4	−0.3	0.3	8.7

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[1] Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the Consumer Price Index obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

TABLE 2

Percentage Increases in Average Salary for Institutions Reporting Comparable Data for Both 1980–81 and 1981–82, by Category, Type of Affiliation, and Academic Rank[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related
		CATEGORY I		
Professor	9.4%	9.0%	10.8%	10.5%
Associate	8.9	8.5	10.3	10.3
Assistant	10.2	10.0	10.7	10.6
Instructor	8.0	7.4	10.1	11.0
All Ranks	9.4	9.1	10.7	10.5
		CATEGORY IIA		
Professor	8.2	7.8	9.9	9.4
Associate	8.7	8.5	9.2	9.3
Assistant	8.1	8.0	8.4	8.7
Instructor	8.7	8.9	8.6	7.1
All Ranks	8.4	8.1	9.3	9.0
		CATEGORY IIB		
Professor	9.3	8.3	9.9	9.2
Associate	9.0	8.2	9.5	9.2
Assistant	8.5	7.1	9.3	8.5
Instructor	8.2	7.5	8.7	8.3
All Ranks	8.9	7.9	9.5	8.9
		CATEGORY III		
Professor	8.8	8.8	10.0	8.0
Associate	8.7	8.7	8.4	7.7
Assistant	8.5	8.5	9.0	8.1
Instructor	7.8	7.7	8.9	8.5
All Ranks	8.5	8.5	9.0	8.2
		CATEGORY IV		
No Rank	8.6	8.6	7.7	8.9
		ALL CATEGORIES EXCEPT IV		
Professor	9.0	8.6	10.5	9.5
Associate	8.8	8.5	9.8	9.5
Assistant	9.1	9.1	9.7	8.9
Instructor	8.2	8.0	9.1	8.3
All Ranks	9.0	8.7	10.0	9.2

[1] Sample includes 2,232 institutions reporting comparable data for both years.

TABLE 3

Percentage Increases in Salary for Faculty on Staff for Both 1980–81 and 1981–82, by Category, Type of Affiliation, and Academic Rank[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related
		CATEGORY I		
Professor	9.8%	9.3%	11.2%	10.9%
Associate	10.4	10.0	11.7	11.7
Assistant	11.4	11.0	12.7	12.1
Instructor	10.7	10.5	11.7	11.9
All Ranks	10.3	9.9	11.6	11.5
		CATEGORY IIA		
Professor	8.3	7.7	10.5	10.4
Associate	9.3	8.7	10.8	11.2
Assistant	9.7	9.2	10.8	11.5
Instructor	10.1	10.0	10.1	11.1
All Ranks	9.0	8.4	10.7	11.0
		CATEGORY IIB		
Professor	10.6	9.5	11.5	10.1
Associate	10.8	10.1	11.5	10.7
Assistant	11.3	10.1	12.6	10.9
Instructor	10.8	9.5	11.8	10.3
All Ranks	10.9	9.9	11.8	10.6
		CATEGORY III		
Professor	9.2	9.2	10.6	9.1
Associate	9.6	9.6	11.7	12.0
Assistant	10.2	10.1	12.3	13.5
Instructor	10.9	10.9	13.8	9.9
All Ranks	9.9	9.9	12.2	11.6
		CATEGORY IV		
No Rank	10.1	10.1	10.8	8.6
		ALL CATEGORIES EXCEPT IV		
Professor	9.4	8.7	11.1	10.4
Associate	10.0	9.5	11.4	11.1
Assistant	10.7	10.2	12.0	11.1
Instructor	10.6	10.3	11.1	11.0
All Ranks	9.9	9.4	11.4	10.9

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[1] Sample includes 2,147 institutions reporting data for continuing faculty.

TABLE 4

Percentage Increases in Average Compensation for Institutions Reporting Comparable Data for Both 1980–81 and 1981–82, by Category, Type of Affiliation, and Academic Rank[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related
		CATEGORY I		
Professor	10.3%	9.9%	11.7%	11.7%
Associate	10.0	9.6	11.7	11.3
Assistant	10.8	10.5	11.6	11.5
Instructor	9.6	9.3	10.7	11.7
All Ranks	10.3	10.0	11.6	11.5
		CATEGORY IIA		
Professor	9.5	9.0	11.6	10.6
Associate	10.0	9.8	10.7	10.5
Assistant	9.4	9.1	10.4	10.0
Instructor	9.9	10.3	9.2	8.4
All Ranks	9.7	9.4	10.9	10.3
		CATEGORY IIB		
Professor	10.5	9.2	11.2	10.3
Associate	10.1	9.1	10.7	10.2
Assistant	9.5	7.7	10.5	9.7
Instructor	9.0	7.9	9.1	9.5
All Ranks	10.0	8.6	10.7	10.0
		CATEGORY III		
Professor	10.6	10.6	11.1	9.5
Associate	10.0	10.0	10.0	9.3
Assistant	9.9	9.6	10.4	9.1
Instructor	9.2	9.1	10.5	10.5
All Ranks	10.0	10.0	10.5	9.6
		CATEGORY IV		
No Rank	9.8	9.9	8.9	9.8
		ALL CATEGORIES EXCEPT IV		
Professor	10.1	9.6	11.6	10.7
Associate	10.0	9.7	11.1	10.5
Assistant	10.1	9.9	10.9	10.1
Instructor	9.3	9.2	9.7	9.5
All Ranks	10.1	9.7	11.2	10.4

[1] Sample includes 2,232 institutions reporting comparable data for both years.

TABLE 5

Weighted Average Salary, by Category, Type of Affiliation, and Academic Rank, 1981–82[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related
		CATEGORY I		
Professor	$36,500	$35,680	$40,220	$34,770
Associate	26,710	26,510	27,940	26,410
Assistant	21,910	21,820	22,500	21,500
Instructor	16,620	16,310	18,300	17,870
Lecturer	19,180	19,440	17,740	17,880
All Ranks	28,520	28,020	31,460	26,800
		CATEGORY IIA		
Professor	31,250	31,700	31,530	27,430
Associate	24,880	25,240	24,860	22,480
Assistant	20,400	20,770	20,120	18,660
Instructor	16,540	16,920	16,230	14,700
Lecturer	16,870	16,770	16,650	19,620
All Ranks	24,820	25,290	24,630	21,980
		CATEGORY IIB		
Professor	27,190	28,930	29,720	24,540
Associate	21,770	23,840	22,470	20,390
Assistant	18,170	20,090	18,420	17,190
Instructor	14,960	16,160	14,980	14,440
Lecturer	18,630	20,680	17,530	14,690
All Ranks	21,030	22,570	22,300	19,510
		CATEGORY III		
Professor	27,350	27,720	22,780	18,970
Associate	23,770	23,990	19,670	17,420
Assistant	19,960	20,260	16,180	14,730
Instructor	16,730	17,180	12,890	12,720
Lecturer	15,480	15,670	*	*
All Ranks	21,720	22,100	16,690	15,400
		CATEGORY IV		
No Rank	22,480	23,020	16,790	14,540
		ALL CATEGORIES EXCEPT IV		
Professor	33,480	33,710	35,790	27,220
Associate	25,210	25,690	25,400	22,030
Assistant	20,630	21,170	20,430	18,160
Instructor	16,310	16,740	15,920	14,740
Lecturer	18,530	18,730	17,490	17,520
All Ranks	25,750	26,230	26,810	21,310

[1] Sample includes 2,415 institutions.
* Sample too small to be meaningful.

TABLE 6

Weighted Average Compensation (Salary plus Fringe Benefits), by Category, Type of Affiliation, and Academic Rank, 1981–82[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related
		CATEGORY I		
Professor	$43,340	$42,150	$48,680	$41,190
Associate	31,880	31,580	33,840	31,360
Assistant	26,030	25,940	26,700	25,210
Instructor	19,760	19,440	21,700	20,610
Lecturer	23,430	23,760	21,750	21,000
All Ranks	33,940	33,250	37,930	31,660
		CATEGORY IIA		
Professor	37,790	38,490	37,800	32,550
Associate	29,980	30,520	29,770	26,680
Assistant	24,350	24,900	23,760	21,990
Instructor	19,550	20,110	18,790	17,140
Lecturer	20,460	20,430	19,560	23,120
All Ranks	29,860	30,550	29,350	26,010
		CATEGORY IIB		
Professor	32,610	33,990	36,200	29,250
Associate	25,880	28,100	27,020	24,150
Assistant	21,350	23,620	21,830	20,070
Instructor	17,330	19,020	17,310	16,600
Lecturer	22,040	24,790	20,450	16,950
All Ranks	24,920	26,560	26,770	22,980
		CATEGORY III		
Professor	32,340	32,790	27,010	22,370
Associate	28,120	28,370	23,480	20,520
Assistant	23,700	24,070	18,950	17,200
Instructor	19,740	20,300	14,870	14,690
Lecturer	18,530	18,670	*	*
All Ranks	25,710	26,170	19,620	18,010
		CATEGORY IV		
No Rank	26,380	27,020	19,700	16,920
		ALL CATEGORIES EXCEPT IV		
Professor	39,990	40,160	43,260	32,350
Associate	30,150	30,710	30,590	26,110
Assistant	24,500	25,220	24,190	21,280
Instructor	19,230	19,880	18,530	17,010
Lecturer	22,560	22,850	21,190	20,530
All Ranks	30,720	31,280	32,180	25,140

[1] Sample includes 2,415 institutions. Figures have been rounded to the nearest $10.

* Sample too small to be meaningful.

TABLE 7

Weighted Average Salary for Men and Women Faculty, by Category, Type of Affiliation, and Academic Rank, 1981–82[1]

Academic Rank	MEN Public	MEN Private Ind.	MEN Church-Related	WOMEN Public	WOMEN Private Ind	WOMEN Church-Related
			CATEGORY I			
Prof.	$35,910	$40,490	$35,070	$32,400	$35,840	$30,880
Assoc.	26,810	28,250	26,920	25,080	26,600	24,640
Ass't.	22,130	22,920	22,250	20,330	21,430	20,170
Inst.	17,040	18,860	19,120	15,990	17,540	17,000
All Rks.	29,370	32,880	28,340	22,250	24,320	21,880
			CATEGORY IIA			
Prof.	31,780	31,900	28,560	31,120	29,660	25,160
Assoc.	25,380	25,300	23,180	24,700	23,380	20,890
Ass't.	21,100	20,610	19,360	20,200	19,300	17,750
Inst.	17,440	16,460	15,300	16,480	15,860	14,240
All Rks.	26,330	25,780	23,450	22,260	21,210	18,650
			CATEGORY IIB			
Prof.	29,180	30,010	24,910	27,230	28,480	22,800
Assoc.	24,230	22,780	20,730	22,560	21,750	19,360
Ass't.	20,390	18,800	17,500	19,520	17,850	16,690
Inst.	16,630	15,570	14,830	15,640	14,490	14,100
All Rks.	23,530	23,530	20,490	20,110	19,430	17,290
			CATEGORY III			
Prof.	27,990	24,430	19,190	27,050	20,930	18,480
Assoc.	24,230	20,600	17,380	23,550	18,820	17,740
Ass't.	20,600	16,540	13,960	19,760	15,960	15,160
Inst.	17,640	13,260	12,650	16,720	12,460	12,730
All Rks.	22,960	18,300	15,810	20,640	15,330	14,500
			CATEGORY IV			
No Rank	23,890	18,180	15,000	21,540	14,640	13,740
			ALL CATEGORIES EXCEPT IV			
Prof.	34,010	36,420	27,910	30,930	31,240	24,540
Assoc.	25,970	25,900	22,540	24,590	23,900	20,630
Ass't.	21,520	21,030	18,680	20,160	19,420	17,420
Inst.	17,320	16,590	15,220	16,390	15,300	14,360
All Rks.	27,560	28,560	22,620	21,880	21,410	18,230

[1] Sample includes 2,296 institutions providing data by sex.
Figures have been rounded to the nearest $10.

TABLE 8

Percentiles of the Distributions of Institutions by Average Salary, 1981–82

Rating[1]	1*	1	2	3	4
Percentile:	95	80	60	40	20
			CATEGORY I		
Professor	$42,940	$38,940	$36,640	$34,020	$31,840
Associate	30,280	28,150	27,140	25,910	24,880
Assistant	24,680	22,920	21,930	21,110	20,310
Instructor	21,190	18,880	17,510	16,750	15,790
			CATEGORY IIA		
Professor	36,210	32,790	30,160	27,590	24,290
Associate	28,470	26,450	24,860	23,070	20,830
Assistant	23,390	21,800	20,410	19,240	17,690
Instructor	20,220	18,100	16,800	15,900	14,820
			CATEGORY IIB		
Professor	33,520	28,510	25,660	23,120	20,410
Associate	25,960	23,300	21,190	19,590	17,570
Assistant	21,330	19,490	17,830	16,640	15,430
Instructor	18,430	16,700	15,380	14,270	13,070
			CATEGORY III		
Professor	32,420	29,940	26,360	24,400	22,330
Associate	28,310	25,080	22,950	21,610	19,770
Assistant	23,780	21,050	19,720	18,650	16,900
Instructor	20,320	17,810	16,480	15,500	14,150
			CATEGORY IV		
No Rank	29,750	23,790	20,280	17,790	15,320

[1] Interpretation of the ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. Average salary lower than the 20th percentile will be rated 5. Interpretation of the data: An average salary of $37,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than $36,640 but less than $38,940, which is the average salary required for a rating of 1 or the salary level of the 80th percentile. Another way to state the relative position of the figure used in our sample would be to say an average salary of $37,000 falls among the top 40 percent of the distribution of average salary in descending order (i.e., top-paying institutions).

TABLE 9

Percentiles of the Distributions of Institutions by Average Compensation, 1981–82

Rating[1]	1*	1	2	3	4
Percentile:	95	80	60	40	20
			CATEGORY I		
Professor	$52,830	$47,270	$43,250	$39,800	$37,020
Associate	37,200	34,440	32,310	31,160	29,230
Assistant	29,870	27,440	26,050	25,010	23,820
Instructor	24,630	22,430	20,930	19,800	18,480
			CATEGORY IIA		
Professor	45,270	39,770	35,700	32,110	28,610
Associate	35,740	31,960	29,520	27,020	24,580
Assistant	29,110	26,390	24,400	22,510	20,800
Instructor	25,370	22,020	20,040	18,550	16,980
			CATEGORY IIB		
Professor	41,170	34,180	30,110	26,940	23,760
Associate	31,660	27,810	25,200	22,830	20,410
Assistant	25,350	23,020	21,040	19,340	17,920
Instructor	21,650	19,460	17,850	16,480	15,130
			CATEGORY III		
Professor	39,090	35,750	30,650	28,210	25,640
Associate	33,810	30,180	27,810	24,870	23,050
Assistant	28,560	25,400	23,160	21,500	19,790
Instructor	24,370	21,420	19,420	18,070	16,550
			CATEGORY IV		
No Rank	34,980	28,830	23,700	20,630	17,830

TABLE 10

Percentage of Faculty Members with Tenure Status, by Category, Type of Affiliation, Academic Rank, and Sex, 1981–82[1]

Academic Rank	All Combined			Public			Private Independent			Church-Related		
	All	M.	W.	All	M.	W.	All	M.	W.	All	M.	W.
CATEGORY I												
Prof.	97%	97%	96%	97%	97%	96%	97%	97%	96%	96%	96%	96%
Assoc.	84	84	85	86	86	87	72	72	70	85	85	85
Ass't.	16	14	20	16	23	18	5	5	6	17	15	20
Inst.	6	7	6	7	8	6	2	2	1	6	6	6
All Rks.	67	72	46	68	73	48	64	68	38	63	68	44
CATEGORY IIA												
Prof.	95	95	95	96	96	96	92	91	92	93	93	93
Assoc.	81	81	81	84	84	84	72	72	71	75	76	75
Ass't.	34	34	35	39	38	41	19	18	19	25	26	25
Inst.	9	9	9	11	11	11	5	5	5	4	5	3
All Rks.	66	71	51	69	74	55	56	61	41	58	64	41
CATEGORY IIB												
Prof.	94	94	92	95	95	94	96	95	98	92	92	87
Assoc.	78	78	77	82	81	86	80	80	80	75	76	71
Ass't.	23	23	34	37	35	40	16	16	16	23	22	23
Inst.	3	4	3	8	7	9	3	4	2	2	2	2
All Rks.	54	60	39	59	63	48	55	62	39	52	59	36
CATEGORY III												
Prof.	95	95	94	95	96	94	95	95	96	69	68	75
Assoc.	87	88	87	88	88	87	86	85	88	59	54	73
Ass't.	53	55	51	54	56	52	35	35	35	28	30	25
Inst.	21	23	19	21	24	19	11	8	13	14	9	17
All Rks.	66	71	56	67	72	57	51	58	43	38	43	32
CATEGORY IV												
No Rank	79	82	73	80	83	74	50	55	40	53	57	47
ALL CATEGORIES EXCEPT IV												
Prof.	96	96	95	97	97	95	95	95	95	92	93	89
Assoc.	82	83	82	86	85	86	74	74	74	77	77	75
Ass't.	27	25	29	31	29	34	13	12	14	23	22	23
Inst.	9	10	0	12	13	11	4	4	4	3	3	3
All Rks.	65	70	48	68	73	52	59	65	40	55	62	39

[1] Sample includes 1,917 institutions providing this information.

TABLE 11

Percentage of Full-Time Faculty Members Remaining on Staff for Institutions Reporting Comparable Data for Specific One-Year Periods—This Year, Two Years, Four Years, Six Years, Eight Years, and Ten Years Ago, by Category and Academic Rank[1]

Academic Rank	This Year	Two Years Ago	Four Years Ago	Six Years Ago	Eight Years Ago	Ten Years Ago
CATEGORY I						
Professor	91.0%	89.5%	89.5%	89.0%	89.0%	88.3%
Associate	89.7	90.8	90.4	90.3	89.4	89.1
Assistant	84.8	85.2	84.6	85.2	86.3	85.1
Instructor	71.6	74.6	69.2	77.7	80.6	76.0
All Ranks	85.9	87.8	87.0	87.4	87.5	86.1
CATEGORY IIA						
Professor	93.3	90.7	90.5	94.2	88.1	87.6
Associate	90.1	92.9	90.8	91.4	86.9	87.3
Assistant	89.6	88.3	89.1	88.9	86.2	84.1
Instructor	80.0	77.3	78.3	77.0	80.1	80.3
All Ranks	89.1	89.2	88.7	89.5	85.9	84.9
CATEGORY IIB						
Professor	94.7	92.9	93.7	90.1	89.9	82.6
Associate	94.0	93.3	93.6	89.7	88.0	79.8
Assistant	86.4	86.6	87.6	87.8	85.8	83.3
Instructor	81.6	80.4	78.7	76.4	82.5	81.8
All Ranks	90.2	89.0	89.3	87.3	86.7	82.1
CATEGORY III						
Professor	92.2	90.2	92.1	88.1	88.1	84.6
Associate	97.1	97.4	93.6	86.0	90.2	88.2
Assistant	96.0	94.9	93.0	92.8	89.8	85.1
Instructor	88.2	90.9	91.3	81.6	80.4	78.6
All Ranks	94.2	94.0	92.6	87.6	87.1	83.5
CATEGORY IV						
No Rank	93.3	90.6	89.0	87.5	88.9	85.7
ALL CATEGORIES COMBINED EXCEPT IV						
Professor	92.2	90.2	90.3	90.5	88.9	87.2
Associate	91.2	92.3	91.2	90.4	88.4	87.1
Assistant	87.6	87.3	87.5	87.3	86.4	84.5
Instructor	79.0	79.5	78.6	77.6	80.7	79.1
All Ranks	88.2	88.9	88.4	88.1	86.8	85.0

Data obtained from the AAUP Data Bank, the development of which was made possible by a grant from the Exxon Education Foundation.

TABLE 12

Percentage of Faculty Members within Ranks, Average Salary, Average Fringe Benefits, Average Compensation, and Fringe Benefits as a Percentage of Average Salary and Average Compensation, by Rank and for All Ranks Combined, 1981–82

Academic Rank	Percentage of Faculty	Average Salary	Average Fringe Benefits	Average Comp.	Fringe Benefits as % of Average: Salary	Fringe Benefits as % of Average: Comp.
I. *Institutions with Professorial Ranks* (1,852)						
Professor	32.5%	$33,480	$6,510	$39,990	19.4%	16.3%
Associate	29.2	25,210	4,940	30,150	19.6	16.4
Assistant	28.1	20,630	3,870	24,500	18.8	15.8
Instructor	8.5	16,310	2,920	19,230	17.9	15.2
Lecturer	1.7	18,530	4,030	22,560	21.7	17.9
All Ranks	100.0	25,750	4,970	30,720	19.3	16.2
II. *Institutions without Professorial Ranks* (681)						
No Rank		22,480	3,900	26,380	17.3	14.8

TABLE 13

Number of Institutions Included in this Report, by Type of Affiliation and Institutional Category, 1981–82[1]

Category	All Combined	Public	Private Independent	Church-Related
I	208	140	53	15
IIA	617	288	160	169
IIB	658	94	214	350
III	369	306	39	24
IV	681	525	96	60
Total	2,533	1,353	562	618

[1] The tabulations in this report are based on information obtained from the National Center for Education Statistics and derived from the HEGIS (NCES Form 2300-3), and data submitted directly to AAUP (Form MEA-7) for the salary increases for continuing faculty. The tape purchased from NCES included 2,071 institutions of which 569 had to be deleted because data were estimated or institutions did not report salary information or instructional staff solely composed of part-time faculty, contributed services, contracts other than 9 or 11-month contracts, etc. Data for 1,031 institutions were subsequently obtained directly from the institutions.

TABLE 15

Average Fringe Benefits in Dollars and as a Percentage of Average Salary for Full-Time Faculty Members in Preclinical Departments of Medical Schools, by Type of Affiliation and Academic Rank, 1981–82

Academic Rank	All Combined	Public	Private
	IN DOLLARS		
Professor	$9,410	$8,860	$10,440
Associate	6,990	6,680	7,670
Assistant	5,670	5,540	5,900
Instructor	4,120	4,080	4,340
Lecturer	3,830	3,820	—
All Ranks	6,900	6,500	7,810
	AS A PERCENTAGE OF SALARY		
Professor	19.0%	18.2%	20.4%
Associate	19.2	18.4	21.0
Assistant	18.9	18.1	20.6
Instructor	18.3	18.0	20.2
Lecturer	19.2	19.2	—
All Ranks	19.0	18.2	20.7

TABLE 14

Weighted Average Salary and Average Compensation for Preclinical Departments of Medical Schools, by Type of Affiliation and Academic Rank, 1981–82[1]

(Data on 12-Month Basis)

Academic Rank	All Combined	Public	Private
	SALARY		
Professor	$49,570	$48,670	$51,240
Associate	36,360	36,320	36,450
Assistant	29,910	30,610	28,650
Instructor	22,480	22,630	21,500
Lecturer	19,920	19,920	—
All Ranks	36,350	35,670	37,870
	COMPENSATION		
Professor	58,980	57,530	61,680
Associate	43,350	42,990	44,120
Assistant	35,580	36,150	34,540
Instructor	26,600	26,710	25,840
Lecturer	23,750	23,750	—
All Ranks	43,260	42,170	45,680

[1] Sample includes 50 public and 29 private medical schools. Figures have been rounded to nearest $10.

TABLE 16

Percentage of Faculty Members within Ranks in Preclinical Departments of Medical Schools, by Affiliation, 1981–82

Academic Rank	All Combined	Public	Private
Professor	28.7%	27.0%	32.4%
Associate	29.0	28.6	29.8
Assistant	28.1	26.3	32.0
Instructor	13.9	17.5	5.8
Lecturer	0.4	0.6	—
All Ranks	100.0	100.0	100.0

ADDITIONAL TABLES AVAILABLE

Readers will note that the listing of data by institutions in Appendix I of this report contains sufficient information from which to prepare many useful analyses. Comparisons of average salary, average compensation, salary increases for continuing faculty, tenure status, fringe benefits, and number of men and women faculty by rank can be made from these data.

As in the past, we shall continue through Maryse Eymonerie Associates, Inc., which is under contract to prepare the statistical analyses for this report, to make it possible for anyone to request additional tables and/or special tabulations. The following tables can now be ordered directly from Maryse Eymonerie Associates, Inc., P.O. Box 751, McLean, Virginia 22101 (tel. 703 525-5393). Prices include postage and handling. Check should be made payable to: MEA.

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Table M Percentage Distribution of Full-Time Faculty Members, by Rank, Category and Affiliation, 1981–82	3.00	6.00

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EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the Instruction/Research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with release time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarians, registrar, coach, etc., even though they may devote part of their time to classroom instruction and have faculty status, and (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salaries are converted to a standard academic-year (or nine-month) basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in Appendix I of this report.

Fringe Benefits. In general, fringe benefits include only those where the institution (or state) makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major fringe benefits include the institution's (or state's) contribution for: (1) Social Security (for consistency, the previously announced rate of 6.65 percent of the first $29,700 of salary has been used in calculating these payments. The new rate effective January 1, 1982, is 6.70 percent of the first $32,400 of salary), (2) retirement contributions to the extent that these become vested in the faculty member within five years or less of service, (3) life insurance, hospital and medical insurance, and disability income protection premiums, (4) workmen's compensation, (5) unemployment compensation, (6) tuition payments or subsidies only if the institution arranges for cash assistance for all children of faculty members, regardless of the institution they attend (the institution's total contribution is considered to be the maximum annual cash allowance made available per student multiplied by the number of faculty children attending college elsewhere or at the institution, (7) housing allowance, including differential on mortgage rates only if an equivalent cash benefit is available to all faculty members who may prefer to live in housing other than that provided by the institution. Because of the difficulties involved in determining their value, benefits in kind are not included. Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purpose, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation includes salary plus fringe benefits.

Ratings of Average Salary and Average Compensation. These ratings are based on the actual distribution of average salaries and average compensations for comparable institutions. For definition of "comparable" institution and explanation of ratings, see Columns (1) and (2) below.

Definition of data presented in Appendix I:
Col. (1) Institution's category—Category I includes institutions which offer the doctorate degree and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines. Category IIA includes institutions awarding degrees above the baccalaureate, but not included in Category I. Category IIB includes institutions awarding only the baccalaureate or equivalent degrees. Category III includes two-year institutions with academic ranks. Category IV includes institutions without academic ranks (with the exception of a few liberal arts, this category includes mostly two-year institutions).

Col, (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95% or above, 1 = 80% to 94.9%, 2 = 60% to 79.9%, 3 = 40% to 59.9%, 4 = 20% to 39.9%. An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the *actual* average salary which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 23.3 would stand for an average salary between 23,250 and 23,349.

Col. (4) Rating of Average Compensation—Each rating represents the percentile interval in which the institution's average compensation lies. See Col. (2) for method used to assign rating.

Col. (5) Average Compensation by Rank and for All Ranks—This figure includes the average salary plus the average fringe benefits. This figure has been rounded to the nearest hundred dollars.

Col. (6) Fringe Benefits as a Percentage of Average Salary—This percentage represents the overall average fringe benefits as a percentage of overall average salary (i.e., all ranks combined).

Col. (7) Percentage of Tenured Faculty—This percentage is that of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary—The percentage increase in salary is that for continuing faculty or faculty members remaining on staff in 1981–82. This figure represents an increase in salary for *individuals* as opposed to a change in salary level for a given rank. For the purpose of reporting this information, the institution is asked to provide the data by rank but using, in a case of promotion, the rank held in 1980–81. Therefore. the increase shown is that of individuals in a given rank during academic year 1980–81.

Col. (9) Number of Full-time Faculty by Rank and by Sex.

Col. (10) Average Salary by Rank and by Sex.

Important Notes

As stated in Col. (1) above, Category IV institutions do not use the standard academic ranks. For the purpose of the listing in Appendix I, however, the data are shown under the rank labelled "IN" which is that of Instructor.

With the exception of data shown in Col. (9), data are not shown when the number of individuals in a given rank is fewer than 6. Data by sex are not given when the number of men and/or women is fewer than 6. This policy was adopted in an effort to protect the confidentiality of individual salaries and/or compensation. In such cases, dashes (—) will appear in the affected columns.

The data presented in the Appendix, with the exception of salary increases for continuing faculty (Col. 8) were obtained from the National Center for Education Statistics and submitted on NCES Form 2300-3 for the Higher Education General Information Survey (HEGIS XVI). It must be pointed out that the NCES does not release salary and/or fringe benefits information for any given rank with one or two individuals. While the number of individuals shown in

Column (9) includes the total number of faculty members, the average salary and average compensation have been computed using *only* the number of persons for whom the information was provided. Average Salaries and Average Compensations are also likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired.

In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only caution the reader to keep these peripheral influences in mind.

CHANGE IN INSTITUTIONAL CLASSIFICATION

To summarize and compare information about the various types of institutions has been and will continue to be a difficult task. It is important that the several thousand postsecondary education institutions be grouped in a meaningful way that can be used in a uniform system, accessible to the public at large. A uniform system would increase the contribution of any particular study to the overall review and analysis of data in higher education.

The largest publisher of postsecondary education data is the National Center for Education Statistics (NCES). Traditionally, NCES has classified institutions into one of three categories: universities, other four-year institutions, or two-year institutions. Even though this system has had the benefit of being simple and rather stable over the years, it has tended to ignore major differences among institutions. Additionally, no objective criteria existed for placing an institution in one of these three categories. In April 1981, NCES announced a change in its classification. AAUP has studied and evaluated the new system and now announces its adoption of the following NCES classification for the 1982–83 Annual Report. During this transition period, the Percentile Distributions of Institutions by Average Salary and Average Compensation, using the current AAUP Categories, will be tabulated and presented in the 1982–83 and 1983–84 Annual Reports but will not be used to assign the ratings for these years which appear in Appendix I of the Annual Report.

Category I:
Doctorate-Granting Institutions—These institutions are characterized by a significant level of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctorate program offerings. Included in this category are institutions that are not considered specialized schools and that grant a minimum of thirty doctoral-level degrees. These degrees must be granted in three or more doctoral-level program areas or have an interdisciplinary program at the doctorate level. Included in the counts of doctorate degrees are the first professional medical degrees (M.D., D.O., D.D.S., D.M.D., D.V.M., or equivalents).

Category IIA:
Comprehensive Institutions—These institutions are characterized by a strong, diverse postbaccalaureate program (including first professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools, in which the number of doctoral-level degrees granted is less than thirty or in which fewer than three doctoral-level programs are offered. In addition, these institutions must grant a minimum of thirty postbaccalaureate degrees (i.e., including master's, doctorate, and first-professional degrees) and either grant degrees in three or more postbaccalaureate programs or have an interdisciplinary program at the postbaccalaureate level.

Category IIB:
General Baccalaureate Institutions—These institutions are characterized by their primary emphasis on general undergraduate, baccalaureate education. They are not significantly engaged in postbaccalaureate education. Included are institutions not considered specialized institutions in which the number of postbaccalaureate degrees granted is less than thirty or in which fewer than three postbaccalaureate level programs are offered. Such institutions must also either (a) grant baccalaureate degrees in three or more baccalaureate programs, or (b) offer a baccalaureate program in interdisciplinary studies. In addition, over 75 percent of the degrees granted must be at the baccalaureate level or above.

Category IIC:
Professional and Specialized Institutions—These are baccalaureate or postbaccalaureate institutions that are characterized by a programmatic emphasis in one area, usually a professional field such as business or engineering. The programmatic emphasis is measured by the percentage of degrees granted in one program area. An institution granting over 60 percent of its degrees in one field, or granting over half of its degrees in one field and granting degrees in fewer than five baccalaureate programs is considered to be a professional or specialized institution.

Category III:
Two-Year Institutions—These are institutions which confer fewer than 25 percent of their degrees at the baccalaureate or postbaccalaureate level, and confer over 75 percent of their degrees or awards for two years of work, or formal awards and completions requiring less than two years of work. Institutions with a two-year upper division program would not fall in this category because they grant baccalaureate degrees.

Category IV:
Institutions without Academic Ranks.

The above definitions will replace those which have been used for the purpose of the Annual Report and which are listed below:

Category I—Institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA—Institutions awarding degrees above the baccalaureate or equivalent degree.

Category III—Two-year institutions with academic ranks.

Category IV—Institutions without academic ranks (with the exception of a few liberal arts colleges, this category includes mostly two-year institutions).

In the AAUP Annual Report, the data for two-year institutions will continue to be analyzed and published for two groups, those with academic ranks and those without the academic ranks which will include the very few liberal arts which have been placed in this category in previous years.

APPENDIX I

		(1)	(2)				(3)					(4)				(5)				
	NOTES	INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP. BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
ALABAMA																				
ALABAMA A & M UNIVERSITY		IIA	5	4	4	5	24.0	21.5	18.2	14.2	19.7	5	5	4	5	26.7	23.9	21.1	15.7	22.2
ALABAMA CHRISTIAN COLLEGE		III	5		5	4	21.7	----	16.2	14.7	16.7	5		5	4	24.4	----	18.9	17.1	19.2
ALABAMA STATE UNIVERSITY		IIA	4	4	3	3	25.3	22.8	19.3	16.5	20.3	5	4	4	4	27.5	24.8	21.1	18.1	22.1
ALEXANDER CITY STATE JC		IV				3				19.6	19.6				3				21.2	21.2
ATHENS STATE COLLEGE		IIB																		
AUBURN U MAIN CAMPUS		I	4	4	3	5	32.7	25.9	21.6	15.3	25.0	3	3	2	4	39.8	31.7	26.3	18.5	30.6
AUBURN U AT MONTGOMERY		IIA	3	3	4	3	28.5	24.0	18.8	15.9	20.5	4	4	4	4	31.6	26.7	20.8	17.6	22.8
BIRMINGHAM STHN COLLEGE	1	IIB	3	4	3		24.1	19.4	17.4	----	20.0	2	3	3		30.8	24.0	20.7	----	24.7
BOOKER T WASHINGTON BUS C		IV				5				12.6	12.6				5				13.5	13.5
BREWER STATE JR COLLEGE		IV				2				20.4	20.4				3				22.2	22.2
CHATTAHOOCHEE VALLEY CC		IV				3				19.2	19.2				3				20.9	20.9
ENTERPRISE ST JR COLLEGE		IV				2				20.3	20.3				3				22.1	22.1
GADSDEN STATE JR COLLEGE	1	IV				3				19.7	19.7				3				21.5	21.5
GEO C WALLACE ST CC-DOTHN		IV				3				19.1	19.1				3				20.8	20.8
WALLACE ST CC-HNCV		IV				3				18.8	18.8				4				20.5	20.5
GEO C WALLACE ST CC-SELMA		IV				3				19.2	19.2				3				21.0	21.0
HUNTINGDON COLLEGE		IIB	5	5	4	4	18.4	17.1	15.7	13.2	16.4	5	5	4	5	22.3	19.9	18.4	15.0	19.5
JACKSONVL ST UNIVERSITY		IIA	4	2	2	1	27.0	25.9	21.4	18.6	23.0	4	2	2	2	31.5	30.1	25.2	21.6	26.8
JEFFERSON DAVIS STATE JC		IV				3				18.8	18.8				4				20.5	20.5
JEFFERSON ST JR COLLEGE		IV				2				20.5	20.5				3				22.3	22.3
JOHN C CALHOUN ST CC		IV				3				20.0	20.0				3				21.9	21.9
JUDSON COLLEGE		IIB	5		5		18.2	----	14.9	----	15.8	5		5		21.6	----	17.3	----	18.7
LAWSON STATE CMTY COLLEGE		IV																		
LIVINGSTON UNIVERSITY	3	IIA	5	5	5	5	22.2	17.6	15.3	12.6	17.2	5	5	5	5	24.5	19.5	17.1	14.1	19.1
LURLEEN B WALLACE ST JC		IV				3				19.0	19.0				3				20.6	20.6
MARION MILITARY INSTITUTE		IV				5				14.5	14.5				5				15.6	15.6
MILES COLLEGE		IIB		5	5	5	----	12.2	12.8	10.8	12.1		5	5	5	----	15.5	16.2	12.4	14.9
NTHEST ALA ST JR COLLEGE		IV				3				19.5	19.5				3				21.2	21.2
NTHWST ALA ST JR COLLEGE		IV				3				19.3	19.3				3				21.0	21.0
PATRICK HENRY STATE JC		IV				3				19.8	19.8				3				21.5	21.5
S D BISHOP ST JR COLLEGE		IV				3				18.6	18.6				4				19.2	19.2
SELMA UNIVERSITY		IIB			5		----	----	7.4	----	10.1			5		----	----	8.5	----	11.3
SNEAD STATE JR COLLEGE		IV				2				20.3	20.3				3				22.0	22.0
STHN UNION ST JR COLLEGE		IV				3				19.1	19.1				3				20.9	20.9
SPRING HILL COLLEGE	LFD	IIB	3	3	3		24.6	19.7	17.4	----	19.4	3	3	3		28.6	22.8	20.3	----	22.6
STILLMAN COLLEGE		IIB		5	5		----	13.6	14.6	----	14.3		5	5		----	15.2	16.8	----	16.5
TALLADEGA COLLEGE		IIB	4	5	4	4	21.7	16.8	15.5	14.0	16.7	4	5	5	4	24.0	18.6	17.0	15.2	18.3
TROY STATE U MAIN CAMPUS		IIA	4	5	4	5	25.8	20.2	18.9	14.7	19.1	4	5	4	4	30.1	23.6	22.1	17.2	22.4
TROY ST U DOTHN-FT RUCKER		IIA			3			----	20.0		20.2			3			----	23.4		23.6
TROY STATE U MONTGOMERY		IIA		5	5		----	18.7	17.1		18.0		5	5		----	21.9	20.1		21.1
TUSKEGEE INSTITUTE		IIA	4	4	4	4	27.1	21.6	18.4	14.9	18.4	4	5	4	5	30.4	24.4	20.8	16.9	20.8
UNIVERSITY OF ALABAMA		I	4	5	5	5	32.7	24.6	20.2	15.4	25.7	4	5	5	5	37.2	28.2	23.2	17.9	29.4
U ALABAMA IN BIRMINGHAM		I	3	3	4	4	35.8	26.5	20.3	15.9	24.7	3	3	4	4	41.2	31.1	24.1	19.1	28.9
U ALABAMA IN HUNTSVILLE	2	IIA	3	3	4	4	29.6	23.9	18.6	15.6	22.1	2	3	3	3	36.2	29.5	22.9	19.1	27.2
UNIVERSITY OF MONTEVALLO		IIA	4	4	4	5	25.1	21.7	18.8	13.3	21.0	4	4	4	5	29.7	25.6	22.1	15.7	24.8
U OF NORTH ALABAMA	4	IIA	3	3	2	2	29.7	24.1	20.4	16.8	22.8	3	3	3	3	34.8	28.2	23.9	19.7	26.7
U OF SOUTH ALABAMA	1	IIA	3	4	3	2	28.3	22.7	19.3	17.5	22.7	3	3	3	2	34.7	27.9	23.8	21.6	28.0
WALKER COLLEGE		IV				4				17.3	17.3				4				19.3	19.3
LAWSON STATE CMTY COLLEGE		III				1				19.9	19.9				1				21.6	21.6
ALASKA																				
SHELDON JACKSON COLLEGE		IV																		
U OF ALASKA KETCHIKAN CC		IV																		
ARIZONA																				
AMER GRAD SCH OF MGMT		IIA	4	3	2		27.3	23.2	20.4	----	23.0	3	3	2		32.3	27.5	24.3	----	27.3
ARIZONA STATE UNIVERSITY		I	2	1	1	2	37.3	28.9	22.9	17.9	29.7	2	2	2	2	43.3	34.2	27.3	21.5	34.9
ARIZONA WESTERN COLLEGE		IV				2				22.5	22.5				2				26.6	26.6
CENTRAL ARIZONA COLLEGE		IV				2				23.4	23.4				2				27.4	27.4
COCHISE [illegible]EGE		IV				3				20.2	20.2				2				24.2	24.2
COLLEGE OF GANADO		III				5		----	----	13.6	14.7				5		----	----	15.2	16.5
DEVRY INST OF TECHNOLOGY		IIB																		
EASTERN ARIZONA COLLEGE		IV				2				21.9	21.9				2				25.7	25.7
GRAND CANYON COLLEGE		IIB	3	2			23.1	21.4	----		21.5	4	3			26.6	24.6	----		24.6
GLENDALE CMTY COLLEGE		IV				1*				30.2	30.2				1*				35.5	35.5
MESA COMMUNITY COLLEGE		IV				1*				29.9	29.9				1*				35.2	35.2
PHOENIX COLLEGE		IV				1*				30.5	30.5				1*				36.0	36.0
SCOTTSDALE CMTY COLLEGE		IV				1				28.2	28.2				1				33.4	33.4
MOHAVE COMMUNITY COLLEGE		IV				2				20.4	20.4				2				24.5	24.5
NORTHERN ARIZ UNIVERSITY		I	3	1	1	2	35.9	29.1	23.0	18.0	27.5	3	1	1	2	41.9	34.6	27.5	21.8	32.7
NORTHLAND PIONEER COLLEGE		IV				3				20.1	20.1				2				23.9	23.9
PIMA COMMUNITY COLLEGE		IV				2				22.3	22.3				2				25.8	25.8
STHWSTN BAPT BIBLE C		IIB								----	----								----	----
UNIVERSITY OF ARIZONA		I	2	1	1	3	38.6	28.6	23.3	17.4	31.1	2	2	1	2	44.7	33.9	27.9	21.1	36.5
YAVAPAI COLLEGE		IV				2				22.9	22.9				2				26.9	26.9
ARKANSAS																				
ARKANSAS STATE U MAIN CAM	1	IIA	3	3	3	4	27.7	24.2	19.7	15.7	21.5	3	3	3	3	33.8	28.8	23.5	18.7	25.6
ARKANSAS STATE U BEEBE BR	1	III			3			----	18.7		19.1			3			----	22.6		23.0
ARKANSAS TECH UNIVERSITY		IIB	3	2	2	1	23.8	21.2	19.2	16.7	20.5	3	2	2	1	28.3	25.2	22.8	19.8	24.4
CENTRAL BAPTIST COLLEGE		IIB	5				15.1	----		----	13.9	5				17.6	----		----	16.6
COLLEGE OF THE OZARKS		IIB	5	5	5	4	17.3	16.3	14.6	13.6	15.3	5	4	4	3	21.7	20.4	18.0	16.7	19.2
CROWLEY'S RIDGE COLLEGE		IV				5				8.8	8.8				5				9.8	9.8
EAST ARK CMTY COLLEGE		IV				4				16.5	16.5				4				19.6	19.6
GARLAND CO CMTY COLLEGE		IV				4				16.1	16.1				4				19.3	19.3
HARDING U MAIN CAM		IIA	5	5	5	5	23.0	19.4	17.3	14.5	19.5	5	5	5	5	26.1	22.1	19.5	16.1	22.0
HENDERSON ST UNIVERSITY		IIA	4	5	5	4	24.7	21.4	17.3	15.2	21.0	4	4	4	3	30.2	25.0	21.2	18.9	25.7
HENDRIX COLLEGE		IIB	2	2	2		26.0	21.7	17.8	----	21.6	2	2	3		31.8	26.9	20.4	----	26.2
JOHN BROWN UNIVERSITY		IIB	2	3	1	2	25.6	20.8	19.5	15.9	20.8	2	2	1	1	31.8	25.8	24.2	19.8	25.8
MISS CO CMTY COLLEGE		IV				4				15.5	15.5				4				18.6	18.6
NORTH ARKANSAS CC		IV				3				19.0	19.0				3				22.6	22.6
OUACHITA BAPT UNIVERSITY		IIA	4	4	4	4	25.7	21.0	18.2	15.5	20.6	4	5	4	4	29.8	24.5	21.0	18.2	24.0
PHILANDER SMITH COLLEGE		IIB																		
PHILLIPS CO CMTY COLLEGE	PNA	IV																		
STHN ARK U MAIN CAMPUS		IIA	5	4	4	4	24.0	21.2	18.8	14.8	20.2	4	4	3	4	28.8	25.6	22.7	17.8	24.4
STHN ARK U EL DORADO BR		IV				4				15.7	15.7				4				18.7	18.7
SOUTHERN BAPTIST COLLEGE		IV				5				14.3	14.3				5				16.8	16.8
STHN ARK U TECH BRANCH		IV				4				16.2	16.2				4				20.0	20.0
U OF ARKANSAS MAIN CAMPUS		I	4	4	4	4	31.9	24.9	20.8	16.1	26.1	4	4	4	5	37.8	29.3	23.9	18.1	30.5
U OF ARK AT LITTLE ROCK		IIA	2	3	2	5	31.8	24.7	20.7	13.6	24.0	2	3	3	5	37.6	29.2	23.7	15.2	28.1
U OF ARKANSAS-MONTICELLO		IIB	3	3	3	3	23.5	20.2	17.4	14.5	18.7	3	3	3	3	28.3	24.2	20.5	17.2	22.2
U OF ARKANSAS PINE BLUFF		IIB	4	3	2	3	22.9	20.9	18.2	14.7	18.9	4	3	3	3	25.8	23.8	20.6	16.5	21.4
U OF CENTRAL ARKANSAS		IIA	4	4	4	3	26.0	22.1	18.9	16.0	21.2	4	4	3	3	31.3	26.8	23.0	19.5	25.6
WESTARK COMMUNITY COLLEGE		IV				3				18.1	18.1				3				22.4	22.4
CALIFORNIA																				
ALLAN HANCOCK COLLEGE		IV				1				27.1	27.1				1				32.9	32.9
AMER BAPT SEM OF WEST		IIA	5				23.0				23.0	4				28.6				28.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
12.	91.	63.	50.						35	55	55	11	9	23	37	25	24.3	22.0	18.7	13.9	23.1	20.3	17.5	14.3
15.	17.		50.	44.	10.0	-----	-----	10.0	5	1	6	7	1	1	2	8	----	----	----	14.9	----	----	----	14.5
9.	ALL	77.	44.	2.	7.2	5.9	6.2	7.6	18	32	24	19	5	11	30	26	----	23.1	19.6	16.8	----	22.0	19.0	16.3
8.				82.				1.0				20				14				19.4				19.9
					5.5	4.5	7.0																	
22.	94.	88.	25.		5.7	7.7	7.5	8.4	244	315	255	55	9	40	61	60	32.7	26.1	21.9	15.3	31.1	23.8	20.0	15.3
11.	91.	90.	26.		6.3	6.7	7.1	7.0	10	50	33	15	1	9	21	28	----	24.4	19.2	16.0	----	21.8	18.0	15.8
24.	ALL	86.	12.		13.2	12.6	13.3		21	8	17	2	6	6	9	4	24.2	19.6	17.3	----	23.8	19.0	17.6	----
8.				78.				4.8				5				4				----				----
9.				86.				.4				8				6				20.9				19.7
9.				73.				9.0				21				17				20.3				17.7
9.				86.								25				11				20.5				19.6
9.				88.								53				48				19.5				19.9
9.				74.								28				29				19.6				18.6
9.				68.				2.2				20				17				18.5				19.1
9.				71.								32				23				20.5				17.5
18.	77.	57.	23.		12.1	13.2	10.9	-----	11	5	10	4	2	2	3	2	----	----	----	----	----	----	----	----
17.	ALL	72.	44.	17.	5.0	5.9	6.6	6.1	13	85	35	30	5	25	28	35	----	25.9	21.7	18.4	----	26.0	21.1	18.8
9.				59.								14				12				19.5				18.0
9.				96.				1.3				82				77				21.5				19.4
9.				86.								63				54				20.7				19.2
18.	89.	88.	29.						6	2	4	2	3	3	3	3	----		----	----	----	----	----	----
								2.6																
11.	94.	71.	16.		1.7	2.0	1.7	-----	10	10	19	6	7	7	6	4	22.4	17.7	15.4	----	21.9	17.4	15.1	----
8.				77.				1.3				16				9				19.6				18.0
8.				55.								17				3				----				----
23.	75.	53.	52.	33.					4	7	9	11	4	5	14	10	----	----	13.3	10.5	----	----	12.4	11.0
9.				65.								11				15				20.6				18.6
9.				84.								11				8				20.3				18.0
9.				84.				1.8				10				9				19.9				19.7
3.				ALL				3.6				21				28				18.8				18.4
12.	50.	ALL	67.	75.					3	4	3	4	2	4	3		----	----	----	----	----	----	----	
9.				89.				7.8				13				15				20.9				19.7
9.				79.								12				19				19.8				18.7
16.	ALL	92.	6.		6.0	6.9	7.8	-----	10	10	12		2	4	5	5	----	----	----		----	----	----	----
15.	ALL	64.	75.						4	9	2	3	3	4	7	2	----	----	----	----	----	----	----	
18.	86.	32.							6	14	8	4	2	5	6	4	----	----	16.4	----	----	----	14.4	----
17.	83.	55.	39.	2.					27	33	47	18	3	16	25	26	25.8	20.3	19.1	14.8		19.9	18.7	14.7
17.	ALL	50.	38.						1	6	18	2	1	2	6			----	----				----	
17.	ALL	57.	64.						3	7	8	2	1		3	2	----	18.7	----				----	
13.	88.	41.	42.	12.	8.6	7.5	7.7	5.5	47	25	59	67	3	10	30	71	----	22.7	19.3	15.7	----	19.0	16.6	14.2
15.	97.	77.	25.	14.	6.8	8.6	10.4	6.2	220	155	111	17	21	42	60	34	32.9	24.6	20.0	16.0	30.7	24.3	20.4	15.1
17.	97.	88.	22.	4.	4.5	5.8	6.0	6.8	102	148	123	24	20	59	110	50	36.9	27.8	21.9	17.4	30.2	23.3	18.6	15.2
23.	97.	75.	18.	4.	5.7	5.8	5.5	4.8	35	45	38	10	3	20	24	18	----	24.8	19.1	15.9	----	21.9	17.7	15.4
18.	98.	78.	20.						31	27	22	7	10	19	24	7	25.4	22.4	20.4	12.1	24.2	20.7	17.3	14.6
17.	92.	81.	77.	9.	5.0	6.8	5.6	7.0	34	34	46	9	5	8	28	13	----	24.1	20.7	16.9	----	23.9	20.1	16.7
23.	95.	85.	27.	49.	5.8	6.4	6.5	5.4	87	63	45	21	14	10	21	28	28.4	22.9	19.9	18.9	27.6	21.4	18.2	16.4
11.				47.								13				3				----				----
8.				98.								30				38				19.6				20.2
								11.1																
								10.2																
19.	69.	89.	9.	25.					11	23	8	3	2	14	3	1	----	24.7	----	----	----	20.8	----	----
17.	94.	80.	20.	3.	9.7	10.4	15.8	9.3	396	317	213	6	34	64	107	27	37.8	29.0	23.3	----	32.0	28.2	22.2	----
18.								9.0				45				19				23.3				20.9
17.												71				23				23.1				24.3
20.								8.6				64				20				20.7				18.6
13.										4	4	7			2	4		----	----	----			----	----
					-----	10.0	10.0	10.0																
18.												53				16				22.4				20.2
15.	75.	47.							10	11	4	1	2	4	2	1	23.1	----	----			----		
18.				95.								104				50				30.7				28.9
18.				94.								120				51				30.5				28.7
18.				97.								91				66				31.4				29.3
19.				87.								50				40				28.3				27.9
20.												28				14				20.3				20.4
19.					10.5	11.8	12.8	11.9	100	165	112	29	7	15	36	26	35.9	29.0	23.4	18.6	35.9	30.2	21.8	17.3
19.												29				6				20.9				16.6
15.												140				87				22.7				21.7
---										2		3	1			2				----				----
18.	97.	90.	1.		10.6	11.2	12.2	12.5	611	281	174	9	28	57	80	19	38.8	28.9	23.9	18.8	34.5	27.1	22.0	16.8
18.								6.1				52				23				23.5				21.6
19.	98.	81.	37.	29.	7.3	9.6	12.4	11.6	54	64	77	29	3	11	23	36	----	24.4	19.9	16.3	----	22.4	19.2	15.2
20.		ALL	80.			-----	10.0	-----		4	14	1		1	6			----	18.7				18.7	
19.	ALL	96.	32.		9.4	10.4	11.0	11.4	14	46	34	3	1	10	16	3	23.8	21.4	19.5	----		20.1	18.5	----
19.									7			4	2	2			----			----	----	----		
25.	ALL	ALL			-----	9.1	-----	-----	8	5	8	2	1	3	2	6	----	----	----	----	----	----	----	----
10.								-----				3				3				----				----
19.												8				11				18.4				15.1
19.								11.0				16				20				17.0				15.5
13.	91.	60.							40	33	35	11	4	12	8		----	20.1	17.5	14.5	----	17.8	16.6	
23.	90.	50.	17.		10.5	10.3	10.8	10.5	44	36	8	4	8	12	15	10	25.0	20.6	17.3	----	22.5	19.9	17.2	----
21.	ALL	81.			7.5	9.6	13.4	-----	13	23	10	3	1	3	3	1	----	----	----	----	----	----	----	----
24.					9.8	9.8	10.2	-----	10	14	10	3	1	5	4	3	25.6	----	----	----		----	----	----
20.												15				22				16.4				14.9
19.												11				6				19.7				17.8
16.	67.	90.	52.						28	17	14	11	2	4	11	6	25.7	----	18.9	15.6		----	17.3	15.2
					-----	14.1		-----																
21.	ALL	93.	61.		12.5	12.6	12.0	12.6	15	22	19	7	7	6	9	9	24.1	21.5	19.1	----	23.8	20.1	18.3	----
19.												6				8				16.5				15.2
18.				44.								10				6				14.5				13.9
24.				ALL				7.4				28				7				16.0				17.0
17.	97.	88.	25.	5.	8.0	8.7	8.6	8.9	312	158	151	29	21	20	45	30	32.1	25.1	21.2	16.6	29.1	23.2	19.4	15.6
17.	93.	83.	36.	16.					65	96	52	14	7	18	43	17	31.9	24.7	21.3	14.9	31.1	24.4	20.0	12.7
19.	ALL	95.	69.	50.	6.7	8.4	7.3	6.8	15	18	23	7		3	13	7	23.5	----	17.4	14.0		----	17.3	15.0
13.	91.	68.	33.	38.	8.8	7.5	8.0	7.4	19	27	38	16	16	4	19	23	22.8	----	18.5	14.8	23.0	----	17.4	14.5
21.	94.	76.	33.	10.	14.7	14.4	17.0	14.1	62	39	43	15	3	24	24	26	26.0	22.0	19.2	16.4		22.4	18.3	15.7
24.				80.								58				37				18.3				17.8
22.				88.								80				27				27.3				26.5
25.	ALL				8.6				7								23.0							

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AD	AI	IN	PR	AD	AI	IN	AR	PR	AD	AI	IN	PR	AD	AI	IN	AR
CALIFORNIA (CONTD)																				
ANTELOPE VALLEY COLLEGE		IV				1				26.7	26.7				1				31.2	31.2
ART CTR COLLEGE OF DESIGN		IV				3				19.2	19.2				3				22.7	22.7
AZUSA PACIFIC COLLEGE		IIA	5	5	5	5	22.5	19.0	16.0	14.1	18.3	5	5	5	4	27.2	23.5	19.9	18.0	22.6
BAKERSFIELD COLLEGE		III	1	1	1		31.3	26.2	23.6	----	28.9	1	1	1		36.6	30.7	27.8	----	33.9
BARSTOW COLLEGE		IV				1				26.4	26.4				1				31.8	31.8
BETHANY BIBLE COLLEGE		IIB		3	1		----	20.5	20.1		21.7		3	1		----	23.5	23.1		24.8
BIOLA UNIV		IIA	4	4	3	4	26.8	22.2	19.2	15.3	22.0	4	4	3	4	31.0	25.7	22.5	17.4	25.5
BROOKS COLLEGE		IV				5				13.8	13.8				5				15.4	15.4
CABRILLO COLLEGE		IV				1				29.3	29.3				1				33.9	33.9
CAL BAPTIST COLLEGE		IIB	4	5			21.6	17.0	----	----	18.1	4	5			25.4	20.0	----	----	21.3
CALIFORNIA CHRISTIAN C		IIB								----	----								----	----
CAL COLLEGE ARTS & CRAFTS		IIA	5	5			21.7	15.8			18.2	5	5			25.6	18.6			21.4
CAL COLLEGE PODIATRIC MED		IIA	2				31.0	----	----		27.8	2				36.3	----	----		32.8
CALIFORNIA INST OF ARTS		IV				2				23.1	23.1				2				27.7	27.7
CAL INST OF TECHNOLOGY		I	1*	1*	1*	3	45.7	33.3	27.0	17.2	39.7	1*	1*	1*	2	56.5	40.6	32.9	21.0	48.9
CAL LUTHERAN COLLEGE		IIA	3	4	3	3	27.5	22.8	19.6	16.6	22.9	3	3	3	3	33.3	27.9	23.8	19.5	27.8
CALIFORNIA MARITIME ACAD		IIB		1*	1*		----	27.1	23.1		26.2		1*	1*		----	35.1	30.0		33.9
CAL SCH PROF PSYC FRESNO		I																		
CAL SCH PROF PSYC SN DEGO	PNA	I																		
CAL ST COLLEGE-BAKERSFLD		IIA	1	1	1		35.1	27.5	21.9		30.3	1	1*	1		45.0	35.8	28.8		39.2
CAL STATE U-CHICO		IIA	1	1	1	1	35.2	27.0	22.0	18.9	30.9	1	1	1	1	45.0	35.2	28.9	24.5	39.8
CAL STATE U-DOMINGUEZ HLS		IIA	1	1*	1		34.8	36.8	22.1	----	33.0	1	1*	1		44.7	48.0	29.0	----	42.7
CAL STATE U-FRESNO		IIA	1	1	1	1	35.5	27.1	22.2	20.1	32.3	1*	1	1*	1*	45.4	35.3	29.1	26.2	41.5
CAL STATE U-FULLERTON		IIA	1	1	1	1	35.0	27.3	21.9	19.4	30.8	1	1	1	1*	44.9	35.6	28.8	25.4	39.8
CAL STATE U-HAYWARD		IIA	1	1	1		35.2	28.0	22.0	----	31.3	1	1*	1		45.1	36.4	28.8	----	40.4
HUMBOLDT STATE U		IIA	1	1	1	1*	35.2	27.3	22.1	20.3	29.8	1	1	1	1*	44.9	35.7	29.1	26.3	38.4
CAL STATE U-LONG BEACH		IIA	1	1	1	1	35.6	27.9	21.9	19.6	31.5	1*	1*	1	1*	45.5	36.3	28.7	25.4	40.4
CAL STATE U-LOS ANGELES		IIA	1	1	1		35.4	27.4	22.7	----	31.5	1	1*	1*		44.9	35.7	29.8	----	40.4
CAL STATE U-NORTHRIDGE		IIA	1	1	1	1	35.2	27.1	22.4	19.5	31.2	1	1	1*	1*	44.9	35.3	29.3	25.5	40.1
CAL STATE POLY U-POMONA		IIA	1	1	1		35.0	26.6	22.0	----	30.7	1	1	1		44.8	34.7	28.9	----	39.6
CAL STATE U-SACRAMENTO		IIA	1	1	1	1	35.4	27.3	22.1	18.7	31.2	1	1	1	1	45.2	35.7	29.0	24.3	40.2
CAL STATE C-SN BERNARDINO		IIA	1	1	1		35.1	27.2	22.1	----	27.8	1	1	1		45.1	35.4	29.0	----	36.0
SAN DIEGO STATE U		IIA	1	1	1	1*	35.8	27.4	22.5	20.3	31.0	1*	1*	1*	1*	45.8	35.7	29.5	26.4	39.9
SAN FRANCISCO STATE U		IIA	1	1	1	1	35.6	26.7	22.1	19.5	30.8	1*	1	1	1*	45.3	34.8	29.0	25.5	39.6
SAN JOSE STATE U		IIA	1	1	1	1	35.6	27.3	22.3	20.2	31.3	1*	1	1*	1*	45.3	35.5	29.1	26.3	40.2
CAL POLY ST U-SN LUIS OB		IIA	1	1	1	1	34.8	27.2	22.2	19.8	30.0	1	1	1*	1*	44.6	35.5	29.2	25.9	38.8
SONOMA STATE UNIVERSITY		IIA	1	1	1		35.5	27.8	21.8	----	31.5	1*	1*	1		45.4	36.3	28.5	----	40.6
CAL ST COLLEGE-STANISLAUS		IIA	1	1	1	1	35.4	27.4	21.9	19.0	30.7	1	1*	1	1	45.2	35.8	28.8	25.0	39.5
CAL WESTERN SCHOOL OF LAW		IIA	1*	1*	1*		42.1	35.4	29.1		36.5	1*	1*	1*		47.8	40.7	32.2		41.3
CERRITOS COLLEGE		IV				1*				32.5	32.5				1*				38.7	38.7
CERRO COSO CMTY COLLEGE		IV				1				27.8	27.8				1				32.4	32.4
CHABOT COLLEGE		IV				1*				31.9	31.9				1*				37.2	37.2
CHAFFEY COLLEGE		III	1	1	1		31.5	28.0	23.2		28.4	1	1	1		36.9	33.0	27.7		33.5
CHAPMAN COLLEGE		IIA	2	3	3		30.9	24.5	19.8		23.5	3	3	3		35.5	28.3	22.5		26.9
CHRISTIAN HERITAGE C		IIB		5				16.1			16.1		5				19.0			19.0
CHURCH DIV SCH OF PACIFIC		IIA	4				24.6	----	----		24.4	4				31.8	----	----		31.5
CITRUS COLLEGE		IV				1*				31.1	31.1				1*				36.1	36.1
CLAREMONT GRADUATE SCHOOL		I	1	1	1		40.9	29.0	23.2		34.2	1	1	1		49.4	35.3	28.3		41.5
CLAREMONT MCKENNA C		IIB	1*	1	1		33.7	25.7	20.8		28.8	1	1*	1*		40.9	31.6	25.9		35.2
COASTLINE CMTY COLLEGE		IV				1				26.6	26.6				1				29.9	29.9
COLEMAN COLLEGE		IIB				4				14.1	14.1				4				16.3	16.3
COLLEGE OF ALAMEDA		IV				1				27.2	27.2				1				31.8	31.8
COLLEGE OF THE DESERT		III	1*	1*	1*		35.7	32.8	28.4	----	31.5	1*	1*	1*		41.0	37.8	32.9	----	36.3
COLLEGE OF MARIN		IV				1				29.1	29.1				1				33.7	33.7
COLLEGE OF NOTRE DAME		IIA	4	5	5	4	24.3	19.4	16.8	14.8	19.1	5	5	5	5	27.6	22.1	18.8	16.7	21.6
COLLEGE OSTEO MED PACIFIC		IIA			1		----	----	22.9		25.3			2		----	----	25.2		27.7
COLLEGE OF THE REDWOODS		IV				1				27.4	27.4				1				32.1	32.1
COLLEGE OF THE SEQUOIAS		IV				1*				31.8	31.8				1*				36.6	36.6
COLLEGE OF THE SISKIYOUS		IV																		
COMPTON CMTY COLLEGE		III	3	1*	1*	5	24.5	35.8	26.0	13.6	26.7	3	1*	1*	4	29.3	41.3	30.4	17.1	31.5
CONTRA COSTA COLLEGE		IV				1*				33.4	33.4				1*				38.5	38.5
CRAFTON HILLS COLLEGE		III				1*				29.5	29.5				1*				34.4	34.4
CUESTA COLLEGE		IV				1*				31.2	31.2				1*				36.6	36.6
CYPRESS COLLEGE		IV				1*				31.9	31.9				1*				40.7	40.7
DE ANZA COLLEGE	4	IV				1*				30.8	30.8				1*				35.8	35.8
DIABLO VALLEY COLLEGE		IV				1*				34.2	34.2				1*				39.1	39.1
DOMINICAN C OF SAN RAFAEL		IIA		5	5	5	----	14.5	16.0	13.5	15.4		5	5	5	----	17.2	17.9	14.9	17.6
DON BOSCO TECHNICAL INST		IV								----	----								----	----
EAST LOS ANGELES COLLEGE		IV				1*				33.8	33.8				1*				39.1	39.1
EL CAMINO COLLEGE		IV				1*				31.4	31.4				1*				37.0	37.0
FEATHER RIVER COLLEGE		IV																		
FOOTHILL COLLEGE		IV				1*				30.9	30.9				1*				35.9	35.9
FRESNO PACIFIC COLLEGE		IV				3				20.0	20.0				3				23.3	23.3
FULLER THEOLOGICAL SEM		IIA	4	5	3		25.5	20.2	19.4		22.3	4	4	3		30.6	24.7	23.4		26.9
FULLERTON COLLEGE		IV				1*				33.7	33.7				1*				39.9	39.9
GAVILAN COLLEGE		IV				1				26.3	26.3				1				31.4	31.4
GLENDALE CMTY COLLEGE		IV				1				27.9	27.9				1				33.0	33.0
GOLDEN GATE UNIVERSITY		IIA	1*	1*	1*		43.5	36.5	26.5		35.4	1*	1*	1*		50.2	42.5	32.7		41.7
GROSSMONT COLLEGE	4	IV																		
HARTNELL COLLEGE		IV				1*				32.6	32.6				1*				38.1	38.1
HARVEY MUDD COLLEGE		IIB	1*	1*	1		36.9	27.3	19.7	----	31.5	1*	1*	1		45.5	34.6	24.7	----	39.0
HOLY NAMES COLLEGE		IIA		5	5		----	17.3	16.6	----	17.4		5	5		----	19.2	18.3	----	19.3
HUMPHREYS COLLEGE		IV								----	----								----	----
IMPERIAL VALLEY COLLEGE		IV				1				27.5	27.5				1				32.4	32.4
INDIAN VALLEY COLLEGES		IV				1				27.6	27.6				1				32.3	32.3
KINGS RIVER COMM COLL		IV				1				26.1	26.1				1				30.0	30.0
LAKE TAHOE CMTY COLLEGE		IV				1				28.6	28.6				1				33.3	33.3
LIFE BIBLE COLLEGE		IV				5				13.3	13.3				5				15.6	15.6
LINCOLN UNIVERSITY		IIA					----	----			14.2					----	----			17.3
LOMA LINDA UNIVERSITY		I	5	5	5	3	21.0	20.3	18.4	16.9	19.4	5	5	5	4	23.5	22.7	20.6	18.9	21.7
LOS ANGELES BAPT COLLEGE		IIB		4			----	18.0	----		18.1		4			----	21.4	----		21.6
LOS ANGELES CITY COLLEGE		IV				1*				33.4	33.4				1*				38.7	38.7
LOS ANG C OF CHIROPRACTIC		IIA			5	5	----	----	16.5	14.5	18.0			4	3	----	----	21.0	18.9	23.1
LOS ANG HARBOR COLLEGE		IV				1*				34.3	34.3				1*				39.5	39.5
LOS ANGELES MISSION C		IV				1*				32.5	32.5				1*				37.8	37.8
LOS ANG PIERCE COLLEGE		IV				1*				34.1	34.1				1*				39.4	39.4
LOS ANG SOUTHWEST COLLEGE		IV				1*				33.0	33.0				1*				38.3	38.3
LOS ANG TR TECH COLLEGE		IV				1*				32.9	32.9				1*				38.1	38.1
LOS ANG VALLEY COLLEGE		IV				1*				34.5	34.5				1*				39.7	39.7
LOS MEDANOS COLLEGE		IV				1				26.5	26.5				1				31.4	31.4
LOYOLA MARYMOUNT U		IIA	1*	1	2	1	36.6	26.6	21.3	18.3	27.7	1	1	1	1	43.5	32.5	26.6	23.1	33.7
MARYMOUNT PALOS VERDES C		III					----	----		----	15.8					----	----		----	18.8
MELODYLAND SCH THEOLOGY		IIA																		
MENDOCINO COLLEGE		IV				1				27.9	27.9				1				32.8	32.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
17.				83.								49				40				27.8				25.3
19.												36				9				20.1				15.3
23.	95.	43.			7.5	10.6	18.5	7.2	21	15	12	5		6	12	3	22.5	18.9	15.8	----		19.2	16.2	----
17.	ALL	96.	72.	17.					96	23	9	4	37	30	16	2	31.5	26.3	24.0	----	30.8	26.1	23.3	
20.				93.				13.6				23				4				----				----
14.	ALL	89.	67.		-----	7.6	-----	-----	4	9	8	1			1		----	20.5	20.1					
16.	94.	72.	29.		11.1	10.6	11.8	10.4	29	32	27	4	5	11	7	7	----	22.3	19.5	----	----	22.1	18.1	----
12.												5				7				----				----
16.				96.				7.0				114				54				30.4				27.0
18.	ALL	76.			9.1	9.1	10.7	-----	8	12	5	2	4	6	2	2	----	17.6	----	----	----	15.8		----
---												3								----				
18.	ALL	ALL							9	12			2	2			21.7	15.8						
18.	88.	50.	17.		3.2	11.9	-----		5	4	4		3		2		----	----	----		----			
20.								12.5				53				18				24.0				20.5
23.	1.	73.			16.1	18.3	19.9	-----	176	31	40	12				4	45.7	33.3	27.0	----				----
21.	89.	85.	26.						24	18	12	3	4	2	7	7	----	22.8	20.2	----	----		18.6	----
30.	ALL	57.	21.		-----	8.3	14.3	-----	5	7	14	2					----	27.1	23.1					

29.	93.	76.			6.0	6.0	6.0		61	28	18		8	14	7		35.3	27.8	22.0		34.0	26.9	21.6	
29.	96.	70.	3.		6.0	6.0	6.0	6.0	300	113	55	7	46	46	34	2	35.3	27.2	22.0	----	34.6	26.5	22.0	----
29.	99.	78.	28.		6.0	6.0	6.0	-----	95	54	26		30	2	14	1	35.0	----	22.4		34.3	----	21.7	----
29.	92.	62.	6.		6.0	6.0	6.0	6.0	388	84	28	9	62	38	21	16	35.5	27.2	22.4	20.1	35.3	27.0	22.0	20.1
29.	96.	76.	2.		6.0	6.0	6.0	6.0	301	157	51	4	67	43	31	5	35.1	27.3	22.1	----	34.5	27.0	21.6	----
29.	98.	85.	22.		6.0	6.0	6.0	-----	223	77	40	3	40	31	24	2	35.3	28.2	22.0	----	34.8	27.5	21.9	----
29.	96.	91.	5.		6.0	6.0	6.0	6.0	166	78	56	3	12	20	31	3	35.2	27.3	22.2	----	34.5	27.4	22.1	----
29.	95.	76.	13.		6.0	6.0	6.0	6.0	445	177	67	5	87	59	65	5	35.8	28.1	21.9	----	35.0	27.4	21.9	----
28.	96.	85.	16.		6.0	6.0	6.0		324	131	52		86	47	39	2	35.5	27.5	22.7		34.7	27.3	22.7	----
29.	95.	83.	19.		6.0	6.0	6.0	6.0	412	120	71	8	91	47	58	9	35.3	27.3	22.4	19.7	34.9	26.6	22.4	19.4
29.	97.	63.	4.		6.0	6.0	6.0	-----	298	134	55	1	35	26	30	1	35.2	26.6	22.0	----	33.9	26.3	21.8	----
29.	98.	80.	20.		6.0	6.0	6.0	6.0	416	154	61	6	64	70	45	6	35.5	27.4	22.1	18.6	34.9	27.1	22.2	18.8
30.	92.	82.	7.		6.0	6.0	6.0	-----	50	41	36	3	10	10	31	1	35.3	27.5	22.1	----	34.3	25.9	22.1	----
29.	94.	75.	28.		6.0	6.0	6.0	6.0	514	215	98	8	59	80	65	23	35.9	27.5	22.6	20.4	35.1	27.2	22.5	20.3
28.	96.	70.	15.		6.0	6.0	6.0	6.0	386	123	78	14	73	52	44	23	35.7	26.8	22.1	19.3	35.4	26.6	22.1	19.6
28.	98.	78.	10.		6.0	6.0	6.0	6.0	441	139	79	6	67	44	68	2	35.6	27.3	22.5	----	35.5	27.2	22.0	----
29.	92.	77.	11.		6.0	6.0	6.0	6.0	350	231	94	2	14	38	26	4	34.8	27.3	22.3	----	34.6	26.7	21.9	----
29.	99.	97.	23.		6.0	6.0	6.0	-----	122	37	13	2	25	27	18	1	35.5	28.0	22.1	----	35.6	27.6	21.6	----
29.	96.	83.	19.		6.0	6.0	6.0	6.0	91	29	13	2	6	12	13	6	35.3	27.4	21.4	----	36.3	27.4	22.4	----
13.	70.								10	6	3			2	3		42.1	35.4	----				----	
19.				92.								174				83				33.4				30.6
17.				95.								12		2		8				28.9				26.1
17.				92.				8.8				152				60				32.2				31.0
18.	ALL	99.	42.						62	41	19		22	29	26		31.5	27.8	23.7		31.6	28.3	22.7	
15.	93.	97.	13.		12.3	11.4	13.1	-----	11	24	24		3	12	14	1	----	24.8	20.4		----	24.0	18.7	
18.									1	8	1			4	1			16.1						
29.	ALL	50.			10.0	-----	-----		8	1	1			1			24.6	----	----			----		
16.				84.								79				44				33.3				27.3
21.	93.	90.	63.		11.8	13.0	16.0		29	18	7			2	1		40.9	----	----			----	----	
22.	96.	ALL	8.		12.8	13.1	13.2	-----	25	19	10		3	1	2		----	25.7	20.8		----			
13.				96.				6.8				7				20				26.8				26.5
15.										1		14				7				14.9				12.6
17.				93.				10.2				63				29				28.1				25.4
15.	ALL	98.	83.	78.					17	30	21	2	1	11	8	7	35.7	32.4	28.7			33.8	27.6	----
16.				92.								98				37				29.5				28.0
13.	91.	60.			5.8	6.5	8.3	-----	6	6	9	2	5	6	6	6	----	----	16.8		----	----	16.7	14.8
10.					-----	-----	13.0		3	4	6	1			3		----	----	----				----	
17.				81.								96				33				28.2				25.1
15.				82.								106				44				33.0				28.8
								1.6																
18.	ALL	ALL	ALL						20	18	12	10	9	9	4	3	24.9	40.3	----	----	23.6	26.9	----	----
15.				95.								77				37				34.0				32.2
17.				76.								33				10				29.6				29.1
17.				97.				14.5				52				18				31.8				29.7
27.				94.								123				74				32.8				30.5
16.				93.								167				82				31.9				28.6
15.				97.								182				47				34.4				33.1
14.	57.	25.							3	4	6	3	4	8	10	4		----	----	----	----	----	----	----
---												3								----				
16.				ALL				11.7				137				88				34.3				33.1
18.				89.				13.1				236				96				32.3				29.3
								3.0																
16.				95.								136				51				32.1				27.9
16.												24				3				----				----
21.	75.	40.	9.		10.0	11.2	12.4		16	9	8			1	3		25.5	20.2	----				----	
19.				89.								195				69				34.1				32.6
20.				ALL								45				16				26.7				25.1
18.				84.								98				62				31.1				22.7
18.	94.	40.							16	16	12			4	5	1	43.5	----	----			----	----	
								2.7																
17.				94.								65				34				35.5				27.0
24.	97.	ALL			17.4	16.3	14.3	-----	33	10	10	1	1			1	----	27.3	19.7	----	----			----
11.	ALL	69.	6.						1	3	6	4	7	10	12	5			----		----	17.3	----	----
---																5								----
18.				79.								63				40				29.1				24.9
17.				93.								27				17				27.6				27.6
15.								9.0				65				19				26.7				24.0
16.				ALL				7.3				12				4				----				----
18.												6								13.3				
22.	40.								3	1			2				----	----			----			
12.	79.	46.							66	74	71	19	20	23	42	28	21.2	20.7	19.1	18.4	20.3	18.9	17.2	15.9
19.									4	9	3	2	1				----	18.0	----					
16.				99.				13.3				197				133				33.9				32.7
28.					-----	-----	12.8	14.2	4	3	7	9		1		1	----	----	16.5	14.5				
15.				98.				10.8				110				78				34.8				33.5
16.				ALL				11.7				34				19				32.4				32.7
16.				ALL				10.6				223				98				34.7				32.7
16.				ALL				12.1				51				52				32.4				33.5
16.				ALL				11.1				172				76				32.6				33.5
15.				99.				11.5				182				110				35.0				33.6
19.				91.								34				20				31.5				18.0
21.	95.	88.	24.		13.4	14.8	15.3	-----	67	46	65	3	9	18	20	5	37.0	26.8	21.2	----	33.5	26.2	21.6	----
19.									2	1	1	1	3	5	1	3					----	----		----
					-----	-----	-----	-----																
18.				89.								27				9				28.5				25.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
CALIFORNIA (CONTD)																				
MENLO COLLEGE		IV				2				22.2	22.2				2				26.7	26.7
MENNONITE BRTHREN BIB SEM		IIA					----	----	----		23.8					----	----	----		28.6
MERRITT COLLEGE		IV				1				28.4	28.4				1				33.3	33.3
MILLS COLLEGE		IIA	2	3	3	3	32.1	24.0	20.1	16.6	24.0	2	3	3	3	38.4	28.6	23.4	18.7	28.4
MIRA COSTA COLLEGE		IV				1*				31.0	31.0				1*				35.8	35.8
MONTEREY INTRNATL STDIES		IIA	4	5	5	4	26.4	20.3	17.1	15.1	19.1	3	4	5	3	33.7	25.2	20.2	18.6	23.6
MONTEREY PEN COLLEGE		IV				1				29.7	29.7				1				34.5	34.5
MOUNT SNT MARY'S COLLEGE		IIA	4	5	4	4	24.9	19.6	18.5	14.9	18.7	4	5	4	4	29.0	22.9	21.4	16.9	21.6
NAPA COLLEGE		IV				2				23.3	23.3				2				26.9	26.9
NATIONAL UNIVERSITY		IIA	4	5			24.5	20.2	----		22.6	5	5			28.5	23.6	----		26.3
NAVAL POSTGRADUATE SCHOOL	8	I	1	1*	1*		40.9	33.7	27.1		36.0	2	1	1		44.7	36.9	29.7		39.4
OCCIDENTAL COLLEGE		IIA	1	2	3		33.6	25.5	19.6	----	25.6	1	1	3		42.4	32.1	22.9	----	31.6
OHLONE COLLEGE		III	1*	1*	1*	1*	32.7	30.2	27.3	25.3	29.0	1	1*	1*	1*	37.4	34.7	31.6	29.4	33.5
ORANGE COAST COLLEGE		IV				1*				34.6	34.6				1*				39.0	39.0
OTIS ART INST PARSON SCH		IIA				1*				25.8	25.8				1*				31.0	31.0
PACIFIC CHRISTIAN COLLEGE		IIB	5				12.6	----			10.9	5				17.7	----			15.5
PACIFIC LUTH THEOL SEM	3	IIA																		
PACIFIC OAKS COLLEGE	6	IV				4				15.7	15.7				5				17.5	17.5
PACIFIC SCH OF RELIGION		IIA																		
PACIFIC UNION COLLEGE		IIA	5	4	3	1	22.1	21.0	19.6	18.2	20.6	5	5	4	2	24.3	23.0	21.5	20.3	22.6
PALO VERDE COLLEGE		IV				1				26.0	26.0				1				31.1	31.1
PALOMAR COLLEGE		IV				1*				32.0	32.0				1*				37.7	37.7
PASADENA COLLEGE CHIRO		IIA				5				10.8	10.8				5				12.8	12.8
PEPPERDINE UNIVERSITY		IIA	1	1	1		33.8	27.0	22.1		28.8	2	2	2		39.5	31.4	25.6		33.5
PITZER COLLEGE		IIB	1	2	1		29.7	22.1	20.4		25.8	1	2	1		36.6	27.4	24.7		31.8
POINT LOMA COLLEGE		IIA	5	4	5	4	24.0	21.2	17.3	14.8	20.7	4	4	5	4	28.7	25.5	20.0	17.1	24.6
POMONA COLLEGE		IIB	1*	1*	1	1*	35.2	26.5	20.8	19.0	28.3	1*	1*	1	1	42.3	32.1	24.9	20.9	34.0
PORTERVILLE COLLEGE		III	1	1	1		31.7	26.8	22.1		28.4	1	1	1		36.7	31.3	26.1		33.0
RIO HONDO COLLEGE		III	1*	1*	1*	1*	35.2	33.3	31.0	27.0	31.4	1*	1*	1*	1*	40.3	38.4	35.8	29.9	35.7
RIVERSIDE CITY COLLEGE	6	III		1*	1*	1*		30.5	26.2	22.0	29.2		1*	1*	1*		36.1	31.5	26.8	34.8
SNT MARY'S COLLEGE OF CAL	LFO	IIA	1	2	2		34.0	25.1	21.5		25.3	1	2	2		39.9	30.0	25.5		30.0
SN BERNARDINO VLY COLLEGE		IV				1*				30.9	30.9				1*				35.9	35.9
SAN FRANCISCO ART INST		IV				3				18.1	18.1				4				20.4	20.4
SN FRISCO CC DISTRICT		IV				1				28.0	28.0				1				33.2	33.2
SAN FRANCISCO CONSV MUSIC		IV				3				18.4	18.4				3				21.1	21.1
SAN FRANCISCO THEOL SEM		I																		
SAN JOSE BIBLE COLLEGE		IIB					----				----					----				----
SANTA ANA COLLEGE		IV				1*				31.4	31.4				1*				36.6	36.6
SANTA BARBARA CTY COLLEGE		IV				1				29.6	29.6				1				34.3	34.3
SANTA ROSA JUNIOR COLLEGE		IV				1*				31.4	31.4				1*				36.2	36.2
SCH OF THEO AT CLAREMONT		IIA	5				20.7				20.7	3				34.8				34.8
SCRIPPS COLLEGE		IIB	1*	1	1		34.1	25.5	20.3		26.4	1*	1	1		41.6	31.4	25.0		32.4
SHASTA COLLEGE		IV				1*				32.4	32.4				1*				40.7	40.7
SIERRA COLLEGE		IV				1				28.9	28.9				1				34.7	34.7
SIMPSON COLLEGE		IIB	5				18.4		----		17.4	5				21.2		----		20.1
SOLANO COMMUNITY COLLEGE		IV				1				27.5	27.5				1				31.9	31.9
SOUTHERN CAL COLLEGE		IIB	2	1	1*		27.5	23.8	22.4		24.4	2	2	1*		31.7	27.4	25.7		28.0
STHN CAL C OF OPTOMETRY		IIA			1*		----	----	23.7	----	24.5			1		----	----	27.8	----	28.6
STHWSTN U SCHOOL OF LAW		IIA	1*	1*		1	37.7	28.5		20.1	32.3	1	1		1	44.1	33.3		23.7	37.9
STANFORD UNIVERSITY	1	I	1*	1*	1*	1*	46.0	32.5	25.1	31.2	37.9	1*	1*	1*	1*	55.3	39.3	29.9	34.7	45.5
STARR KNG SCH FOR MINSTRY		IIA					----				----					----				----
U OF CAL-SAN FRANCISCO	9	I	1*	1*	1*		43.0	33.1	27.7	----	34.4	1*	1*	1*		54.4	42.1	35.5	----	43.8
U OF CAL-BERKELEY	9	I	1	2	1		42.8	28.0	23.2	----	36.0	1*	1	1*		54.0	35.8	29.9	----	45.6
U OF CAL-DAVIS	9	I	1	3	2		39.3	27.0	22.8		31.6	1	1	1		49.8	34.6	29.5		40.2
U OF CAL HASTINGS C LAW	9	IIA	1*				42.1	----			40.9	1*				50.2	----			49.1
U OF CAL-IRVINE	9	I	1	2	2		40.0	27.3	22.5		31.9	1	1	1		50.5	34.9	29.0		40.6
U OF CAL-LOS ANGELES	9	I	1	2	1		41.8	28.0	23.2		33.3	1*	1	1*		52.8	35.6	29.9		42.3
U OF CAL-RIVERSIDE	9	I	1	3	3		39.2	27.0	21.7		31.1	1	1	1		49.5	34.5	28.1		39.5
U OF CAL-SAN DIEGO	9	I	1	2	2		40.7	27.4	22.4		33.4	1	1	1		51.4	35.0	28.9		42.4
U OF CAL-SANTA BARBARA	9	I	1	2	2		39.7	27.6	22.3		32.2	1	1	1		50.2	35.3	28.8		40.9
U OF CAL-SANTA CRUZ	9	I	1	3	2		38.9	27.1	22.1		30.1	1	1	1		49.2	34.6	28.5		38.4
UNIVERSITY OF LA VERNE		IIA	3	5	5		27.5	20.7	16.2		20.3	4	5	5		31.7	23.9	18.2		23.2
UNIVERSITY OF THE PACIFIC		IIA	2	2	2	1*	31.4	25.2	21.2	20.2	27.2	2	2	2	1	37.3	30.1	25.2	23.7	32.3
UNIVERSITY OF REDLANDS		IIA	4	4	4		25.7	21.6	18.4		23.0	3	3	4		33.0	27.3	22.0		29.0
UNIVERSITY OF SAN DIEGO	LFO	IIA	1	3	3		34.9	24.1	20.1		27.0	1	3	3		41.7	28.8	23.7		32.2
U OF SAN FRANCISCO		IIA	1*	1	1*	1	38.1	28.1	23.9	18.5	28.8	1	1	1	2	44.3	32.9	27.8	21.5	33.5
UNIVERSITY OF SANTA CLARA	LFO	IIA	1*	1*	1		42.2	31.1	23.2		30.0	1*	1*	1		48.8	36.9	27.7		35.4
U OF SOUTHERN CALIFORNIA		I	1	1	1	1	41.6	29.1	23.8	20.1	31.4	1	1	1	1	48.8	35.0	28.7	24.6	37.5
VICTOR VALLEY COLLEGE		IV				1				26.6	26.6				1				31.7	31.7
VISTA COLLEGE		IV								----	----								----	----
WEST COAST CHRISTIAN C		III						----			----						----			----
WEST HILLS COLLEGE		IV				1*				29.8	29.8				1*				35.0	35.0
WEST LOS ANGELES COLLEGE		IV				1*				33.1	33.1				1*				38.4	38.4
WESTMONT COLLEGE		IIB	2	2	2		26.0	21.7	18.9		22.2	2	2	2		30.7	25.8	22.6		26.3
WHITTIER COLLEGE		IIA	2	2	4	2	31.9	25.6	18.3	18.0	23.7	1	2	4	2	40.3	30.8	21.6	21.0	28.8
WOODBURY UNIVERSITY		IV				1				24.3	24.3				2				28.8	28.8
WORLD COLLEGE WEST		IV								----	----								----	----
COLORADO																				
ADAMS STATE COLLEGE		IIA	3	3	2		28.3	24.0	21.6		25.6	3	3	2		33.7	29.0	26.2		30.7
AIMS COMMUNITY COLLEGE		IV				3				19.9	19.9				2				24.3	24.3
ARAPAHOE CMTY COLLEGE		IV				3				20.0	20.0				3				23.4	23.4
COLORADO COLLEGE		IIB	1*	1	1	1	35.3	25.2	20.1	16.6	26.4	1*	1	1	2	41.3	30.1	23.5	18.6	31.0
COLO MTN COLLEGE WEST CAM		III	3	5	5	2	24.4	19.2	16.8	17.5	19.6	4	5	5	2	28.2	22.3	19.5	20.3	22.7
COLORADO SCHOOL OF MINES		I	3	2	3		36.1	27.2	21.5	----	29.3	3	2	3		42.6	32.5	25.7	----	34.8
COLORADO STATE UNIVERSITY	1	I	4	3	2	2	33.6	26.4	22.2	18.6	28.3	4	4	3	2	38.1	30.2	25.4	21.4	32.4
COLO TECHNICAL COLLEGE		IV				5				12.1	12.1				5				13.2	13.2
COLORADO WOMEN'S COLLEGE		IIB																		
CC OF DENVER AURARIA CAM		IV				3				19.5	19.5				3				22.2	22.2
CC OF DENVER NORTH CAMPUS		IV				2				20.4	20.4				2				24.1	24.1
CC DENVER RED ROCKS CAM		IV				3				19.6	19.6				3				23.2	23.2
CONS BAPTIST THEOL SEM		IIA	5				19.3	----			19.5	5				22.2	----			22.5
FORT LEWIS COLLEGE	1	IIB	2	2	1		28.3	23.1	19.6	----	23.3	2	2	2		32.6	26.6	22.8	----	27.0
ILIFF SCHOOL OF THEOLOGY		IIA					----	----			29.6					----	----			35.2
INTERMOUNTAIN BIBLE C		IIB								----	----								----	----
LAMAR COMMUNITY COLLEGE		IV				4				16.2	16.2				4				19.2	19.2
LORETTO HEIGHTS COLLEGE		IIB	3	3	4	5	25.0	19.6	15.7	12.6	17.0	3	3	4	5	29.2	23.1	18.4	14.7	19.9
MESA COLLEGE	1	IIB	2	2	2	1	26.1	22.7	19.0	17.7	22.2	2	2	2	1	31.2	27.3	23.0	21.5	26.6
METROPOLITAN ST COLLEGE		IIB	1	1	1	1	29.0	24.3	20.9	17.3	24.5	1	1	1	1	34.3	29.0	25.2	21.0	29.3
MORGAN COMMUNITY COLLEGE		IV				3				19.1	19.1				3				22.5	22.5
NAZARENE BIBLE COLLEGE		III	5				16.9		----		15.5	5				20.4		----		19.2
OTERO JUNIOR COLLEGE	1	IV				3				19.8	19.8				3				23.3	23.3
PIKES PEAK CMTY COLLEGE	PNA	IV																		
PUEBLO VOCATIONAL CC		IV				2				20.3	20.3				2				23.8	23.8
REGIS COLLEGE		IIB	2	2	3		25.7	21.3	17.0	----	20.1	3	3	3		29.9	24.7	19.6	----	23.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.								11.2				32				6				22.8				18.5
20.					-----	-----	-----		3	5	1						----	----	----					
17.				92.				1.2				83				36				28.6				28.0
18.	ALL	ALL			12.8	12.8	12.7	-----	10	7	7		7	7	16	6	31.9	24.7	20.6		32.2	23.2	19.8	16.6
16.				82.								47				20				32.0				28.7
23.	67.				-----	13.5	-----	12.7	4	4	2	1	2	2	5	8	----	----	----	----	----	----	----	----
16.				85.				15.2				78				28				30.6				27.3
16.	ALL	63.	30.		-----	10.5	10.7	9.4	4	4	8	2	3	4	22	12	----	----	18.6		----	----	18.4	14.9
16.				90.								54				39				24.6				21.5
17.									12	6	6		1	1	2		24.5	20.2	----					
10.	98.	79.			6.1	10.3	12.5		84	89	21			1	2		40.9	----	----			----	----	
23.	ALL	97.	5.		12.6	15.5	15.1	-----	34	20	24	4	1	13	17		----	26.2	19.8	----	----	24.6	19.4	
15.	ALL	ALL	73.	40.	8.0	8.0	8.0	8.0	16	23	4	14	8	14	7	16	32.9	30.4	----	26.0	32.2	29.8	----	24.7
13.				86.				9.1				246				102				34.9				33.9
20.												10				5				----				----
41.					11.2	-----	-----		7	5	1				2		12.6	----						
					-----	-----	-----																	
12.																17								15.7
					6.8	10.3		-----																
10.	89.	54.	9.						34	13	19	4	4	11	16	8	22.1	21.0	19.8	----		21.0	19.4	----
20.				81.				7.5				9				5				----				----
18.				85.								125				68				32.9				30.4
19.												9				6				----				----
16.	46.	13.	3.		16.2	14.9	17.0		63	56	26		6	12	8		34.1	27.4	21.9		31.2	25.1	22.8	
23.	96.	87.			14.5	15.4	-----		18	9	5		9	6	4		31.7	22.3	----		25.8	21.8	----	
19.	42.	14.			8.5	7.1	9.2	-----	28	11	8	4	3	3	9	4	----	----	17.0	----	----	----	17.6	----
20.	98.	ALL							52	30	22	3	3	8	11	4	----	26.3	21.3	----	----	27.1	19.9	----
16.	ALL	ALL	53.						23	7	3		5	3	12		----	----			----	----	22.1	
14.	ALL	ALL	ALL	70.					46	23	21	31	20	13	13	39	35.2	33.9	31.1	27.1	35.1	32.4	30.8	27.0
19.		ALL	ALL							93	22	4		44	14	6		30.7	26.3	----		29.9	26.1	----
19.	ALL	75.	9.		9.8	12.5	11.7	-----	19	12	20	1	1	4	15	1	34.0	----	21.4			----	21.5	
16.				95.								138				52				32.0				28.1
13.												25				4				----				----
19.				87.								364				248				28.9				26.7
15.												7				7				19.5				17.3
					10.1	-----	-----	-----																
---	40.				29.5				3	1			2				----							
16.				86.								168				99				30.4				33.3
16.				95.				6.8				112				57				30.2				28.4
15.				93.								142				52				32.1				29.5
68.	93.								14				1		1	1	20.7							
23.	ALL	93.			13.5	11.6	14.0		10	9	8		6	6	10		34.3	26.3	20.0		33.7	24.2	20.6	
26.				92.								96				30				32.8				31.0
20.				ALL				9.7				92				31				29.4				27.7
16.									6	2	3	1		1	1		18.4		----					
16.				92.								85				37				27.7				26.9
15.	86.	63.	56.						7	7	9	2		1			27.5	23.8	22.4					
17.	67.	25.							5	3	16	5	1	1	1		----	----	23.7	----				
27.	86.	11.			17.6	12.7		-----	26	12		5	3	6		2	----	29.1			----	----	27.2	----
20.	ALL	74.	1.		12.5	15.9	16.5	12.5	476	104	120	8	15	14	35		46.2	32.9	25.4	31.2	41.1	29.6	24.0	
---									3								----							
27.	92.	55.							67	28	34	1	11	12	21		44.1	34.2	30.9	----	36.4	30.5	22.6	
27.	97.	94.							800	190	148	3	43	43	59	1	43.0	28.2	23.2	----	38.9	27.4	23.2	----
27.	97.	95.							372	187	113		23	27	45		39.5	27.1	23.1		36.7	26.3	22.3	
20.	79.				6.8	-----	-----	-----	31	4	2		3	2	2	1	----	----			----			
27.	95.	96.							160	83	46		12	17	20		40.4	27.4	23.1		34.5	26.6	21.0	
27.	96.	89.							675	236	191		59	52	82		42.1	28.3	23.5		38.1	26.6	22.5	
27.	ALL	96.							128	62	45		10	10	12		39.6	27.0	21.8		34.0	27.0	21.3	
27.	97.	97.							257	100	63		8	23	23		40.8	27.6	22.5		38.0	26.6	22.0	
27.	99.	98.							301	125	[illegible]		18	14	22		40.0	27.7	22.5		35.7	27.2	21.9	
28.	ALL	91.							117	43	37		10	17	28		39.0	27.4	21.9		38.5	25.7	22.4	
14.	95.	37.			14.4	14.1	15.1	16.7	18	21	22	2	3	6	17	3	----	----	16.7		----	----	15.6	
19.	90.	61.	4.		8.8	8.8	[illegible]	11.6	154	86	52	10	15	15	18	6	31.5	25.0	22.1	----	29.4	25.7	18.5	----
26.	90.	86.	21.						43	16	14	1	8	5	10		26.0	----	18.4		24.3	----	18.4	
19.	89.	57.	2.		11.3	9.8	11.1		50	38	24	1	11	20	22		35.6	24.7	20.0		31.9	22.8	20.3	
17.	89.	73.	56.	13.					61	58	43	10	9	21	29	14	38.6	28.3	23.0	17.6	34.6	27.6	25.2	19.2
18.	95.	87.	11.		11.1	13.6	13.4		54	62	62		2	9	23		42.2	30.9	23.6			32.5	21.9	
19.	92.	87.	8.	15.	10.8	11.2	13.9	11.8	316	291	233	16	22	51	68	10	41.9	29.4	24.1	21.6	37.1	27.5	22.5	17.8
19.				90.				9.9				48				22				26.9				25.7
---				ALL								5								----				
---		ALL	ALL	33.		-----		-----		3		1			1	2		----						
18.				88.								42				6				30.1				27.1
16.				ALL				13.0				85				42				33.8				31.7
19.	94.	46.	6.						17	12	13	1	1	1	5		26.0	21.7	----				----	
21.	89.	71.	33.	25.	5.0	6.1	7.5	7.4	18	28	18	5	1	7	12	3	31.9	25.5	18.6	----		25.9	17.8	----
19.								12.5				17				15				25.8				22.5
---								16.4								4								----
20.	ALL	ALL	55.	25.					39	18	10	2	3	1	10	2	----	24.0	20.8		----		22.[illegible]	
22.				81.				24.3				62				34				19.9				19.7
17.								8.0				58				44				21.5				18.0
17.	98.	ALL	22.		14.0	14.0	14.0	14.0	47	30	24	8	1	7	13	6	35.3	25.3	20.2	16.5		24.9	19.8	16.8
16.					11.2	12.3	-----	12.4	15	16	9	11	2	2	6	4	----	----	18.6	----	----	----	14.0	----
19.					12.5	11.5	14.2	-----	74	57	33	5	1	1	12		----	----	21.5	----	----	----	21.2	
14.	96.	86.	35.						413	258	172	10	14	34	52	6	33.5	26.6	22.3	19.1	30.7	25.1	21.7	17.8
9.												18				6				12.2				11.9
					-----	-----	-----																	
14.								8.4				49				34				18.7				20.5
18.								8.4				72				47				21.2				19.1
18.								8.4				88				23				19.5				19.8
15.	78.	ALL			5.8	-----	-----		9	4	2						19.3	----						
16.	95.	81.	15.						36	41	27	4	2	7	13	1	28.3	23.2	20.0	----		22.4	18.8	
19.	88.	83.			6.0	-----	-----		7	5	1		1	1	1		----	----						
---								-----				4								----				
18.								8.8				13				7				16.8				15.1
17.	ALL	ALL	21.						5	1	6	4	4	7	18	9	----	----	16.0	----	----	----	15.6	----
20.	92.	95.	72.	18.	6.5	6.4	10.6	8.6	32	28	30	8	5	9	13	3	----	22.9	19.4	17.7	----	22.1	18.0	
19.	97.	89.	49.	7.	10.7	11.5	12.0	11.8	89	81	64	10	17	18	33	4	29.2	24.4	21.1	----	27.9	23.7	20.7	----
18.												8				5				----				----
24.					7.0				7	1	1		1	2	3		16.9						----	
18.								7.5				19				12				21.0				18.1
17.				73.								19				19				21.5				19.0
16.	88.	83.	14.		9.5	13.2	9.0	-----	7	19	15	1	1	10	6	1	----	21.5	16.8	----	----	20.9	17.6	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
COLORADO (CONTD)																				
SAINT THOMAS SEMINARY	LFO	IIA						----			----						----			----
TRINIDAD STATE JR COLLEGE	1	IV				3				19.2	19.2				3				22.6	22.6
U OF COLORADO AT BOULDER		I	4	4	3	1*	32.5	25.4	21.4	21.3	28.8	4	4	4	1*	37.0	29.2	24.8	24.6	33.0
U OF COLO COLO SPRINGS		IIA	2	3	2		30.8	24.4	20.8	----	24.4	3	3	3		35.4	28.1	23.9	----	28.0
U OF COLO AT DENVER		I	5	5	5	4	30.0	22.9	20.0	16.4	24.2	5	5	5	4	36.0	26.0	22.8	18.8	27.5
U OF COLO HLTH SCI CENTER		I	4	1	2	1	33.7	29.4	22.2	18.8	26.0	4	2	3	2	37.2	32.4	25.1	21.7	29.1
UNIVERSITY OF DENVER		I																		
U OF NORTHERN COLORADO	10	I	5	5	5	4	28.6	22.0	18.0	16.2	23.9	5	5	5	4	33.3	25.6	21.0	18.9	27.8
U OF SOUTHERN COLORADO		IIA	3	3	3	4	27.9	24.6	19.9	15.6	24.0	3	3	3	4	32.1	28.4	23.1	18.1	27.7
WESTERN BIBLE COLLEGE		IV				4				17.1	17.1				4				19.2	19.2
WESTERN ST COLLEGE COLO		IIA	3	4	4	5	28.7	22.7	19.0	14.7	23.7	3	3	3	4	34.2	27.4	23.1	18.0	28.5
CONNECTICUT																				
ALBERTUS MAGNUS COLLEGE		IIB	4	3	3		22.3	19.9	17.1	----	18.8	4	4	3		24.4	22.6	19.3	----	21.0
ASNUNTUCK CMTY COLLEGE	11	IV				3				19.8	19.8				2				23.6	23.6
BRIARWOOD COLLEGE		IV																		
CENTRAL CONN ST COLLEGE	11	IIA	2	2	1	1	32.3	25.7	21.8	18.5	25.6	2	2	1	1	38.3	31.0	26.5	22.8	30.8
CONNECTICUT COLLEGE		IIA	3	3	4		29.7	23.2	18.7	----	24.4	3	3	4		35.5	28.4	22.2	----	29.3
EASTERN CONN ST COLLEGE	11	IIA	2	2	2		32.0	25.1	20.8	----	25.9	2	2	2		38.2	30.4	25.5	----	31.3
FAIRFIELD UNIVERSITY		IIA	2	2	1		30.5	25.7	21.7	----	25.3	2	2	2		36.4	30.9	26.0	----	30.2
GREATER HARTFORD CC	11	III	2	2	2	4	26.7	23.4	20.4	14.3	22.0	2	2	2	4	32.2	28.3	25.0	17.6	26.6
GREATER NEW HAVEN TECH C	11	III			2	1		----	20.1	18.9	20.2			2	1		----	24.4	23.0	24.5
HARTFORD COLLEGE WOMEN		III					----				----					----				----
HARTFORD GRADUATE CENTER		IIA	4				26.7	----	----		25.5	3				34.4	----	----		32.5
HARTFORD SEMINARY		IIA	5				22.3				22.3	2				37.4				37.4
HARTFORD ST TECH COLLEGE	11	III	2	2	1		29.2	24.9	21.7		24.5	2	2	1		34.2	29.5	26.0		29.1
HOUSATONIC REGIONAL CC	11	III	3	3	1		26.0	22.7	21.5	----	22.9	2	3	1		30.7	27.2	25.6	----	27.3
MANCHESTER CMTY COLLEGE	11	III	3	3	2	3	25.9	22.9	20.1	16.0	22.4	2	3	2	3	30.9	27.2	23.9	18.9	26.6
MATTATUCK CMTY COLLEGE	11	III	3	3	2	3	24.8	22.7	20.2	16.0	21.7	3	3	2	2	29.4	27.4	24.9	19.9	26.3
MIDDLESEX CMTY COLLEGE	11	III	2	2	2		26.7	23.7	20.9	----	23.1	2	2	1		32.9	29.4	26.0	----	28.7
MITCHELL COLLEGE		IV				4				17.5	17.5				3				21.5	21.5
NORWALK COMMUNITY COLLEGE	11	III	3	2	2		25.9	23.5	20.4	----	22.4	2	2	2		31.0	28.2	24.1	----	26.7
NORWALK ST TECH COLLEGE		III	2	1	1		28.2	26.2	21.9	----	24.1	2	1	1		33.4	31.1	26.3	----	28.8
POST COLLEGE		IIB		2	4		----	21.9	16.5	----	19.1		2	3		----	26.9	20.9	----	23.8
QUINEBAUG VALLEY CC	11	III					----	----	----	----	20.0					----	----	----	----	25.1
QUINNIPIAC COLLEGE		IIA	3	2	2	2	28.0	25.3	20.7	17.4	23.9	3	2	2	2	34.5	30.9	25.1	20.1	29.0
SACRED HEART UNIVERSITY		IIA	4	4	5		26.6	22.3	17.2	----	20.5	4	3	4		32.0	27.1	21.0	----	25.0
SAINT JOSEPH COLLEGE		IIB	3	3	2	2	24.4	20.9	18.4	16.1	19.4	3	3	2	2	27.9	24.1	21.2	18.7	22.3
SOUTH CEN CMTY COLLEGE	11	III	3	3	3	3	25.2	21.7	19.3	15.8	20.6	3	3	2	3	29.8	25.8	23.3	18.7	24.5
THAMES VLY STATE TECH C	11	III	2	1	1		29.6	25.1	21.1	----	23.9	2	2	1		34.9	29.9	25.5	----	28.6
TRINITY COLLEGE		IIA	1	2	2		35.8	25.7	20.5	----	29.0	1	2	2		44.3	31.4	24.8	----	35.6
TUNXIS COMMUNITY COLLEGE	11	III		4	3		----	21.1	19.1	----	20.5		3	3		----	25.2	22.8	----	24.5
UNIVERSITY OF BRIDGEPORT		IIA	1	2	2	2	33.1	25.2	20.5	17.3	26.5	2	2	3	3	38.8	30.0	24.1	19.7	31.2
UNIV OF CONNECTICUT	11	I	2	2	3	1	38.2	27.3	21.8	19.4	30.4	2	2	2	1	44.8	32.9	26.8	24.0	36.2
UNIVERSITY OF HARTFORD		IIA	2	2	2	2	31.3	24.9	20.5	17.1	23.7	2	2	2	2	37.0	29.7	24.6	20.7	28.3
UNIVERSITY OF NEW HAVEN		IIA	3	2	2		29.3	25.6	21.7		25.5	3	2	1		35.2	31.0	26.4		30.8
WATERBURY ST TECH COLLEGE	11	III	2	1	1		29.4	25.5	22.0		24.9	2	1	1		34.6	30.3	26.5		29.7
WESLEYAN UNIVERSITY		IIA	1*	2	2	2	37.6	26.1	20.7	17.1	29.3	1*	1	1	2	47.7	33.2	26.9	20.2	37.4
WESTERN CONN ST COLLEGE	11	IIA	5	3	2	3	9.4	24.0	20.5	16.5	17.7	5	2	2	3	11.7	29.7	25.5	19.7	21.9
YALE UNIVERSITY		I	1*	2	3	3	44.8	27.2	21.3	17.3	32.6	1	3	4	3	52.3	32.0	24.7	20.0	38.0
DELAWARE																				
BRANDYWINE C OF WIDENER U		III		4	4			20.8	17.5	----	18.8		3	4			24.9	20.9	----	22.5
DELAWARE STATE COLLEGE	4	IIB	1	1	1*	1	32.0	24.7	21.5	18.4	23.3	1	1	1	1	35.7	27.9	24.4	21.0	26.4
DEL TECH & CC STHN CAM		IV				2				23.1	23.1				2				26.0	26.0
DEL STANTON-WILMINGTON		IV				2				22.7	22.7				2				25.6	25.6
DEL TECH & CC TERRY CAM		IV				2				21.5	21.5				2				24.3	24.3
GOLDEY BEACOM COLLEGE		III	4		5		23.5	----	16.8	----	19.1	4		4		27.2	----	20.1	----	22.4
UNIVERSITY OF DELAWARE		I	2	3	4	2	38.4	27.0	20.9	17.8	27.5	2	2	2	1	47.1	33.8	26.4	22.7	34.3
WESLEY COLLEGE		IIB	4	3	3	4	21.2	19.8	16.6	13.2	18.1	4	3	3	5	25.1	23.2	19.4	14.9	21.1
WILMINGTON COLLEGE		IIA	5				20.7				20.7	5				23.5				23.5
DISTRICT OF COLUMBIA																				
AMERICAN UNIVERSITY		I	3	3	2	1	35.1	26.7	22.2	19.9	28.8	3	3	3	2	41.8	31.9	25.7	22.1	34.1
CORCORAN SCHOOL OF ART		IIB																		
GALLAUDET COLLEGE		IIA	1	1*	1	2	35.5	28.5	22.7	17.9	25.6	2	2	2	3	39.6	31.7	25.0	19.6	28.3
GEORGE WASH UNIVERSITY		I	2	2	3	5	37.4	27.4	21.6	14.7	30.5	2	2	2	5	45.1	33.6	26.6	18.3	37.1
GEORGETOWN UNIVERSITY		I	1	1	1	3	40.1	29.6	23.1	17.0	29.3	1	1	1	2	48.6	36.4	28.8	21.2	36.0
HOWARD UNIVERSITY		I	3	2	2	1	35.5	27.2	22.4	18.8	26.9	3	2	2	1	41.4	32.4	26.9	22.8	31.9
MOUNT VERNON COLLEGE	4	IIB	1		2		29.6	----	18.8	----	22.9	1		2		35.0	----	22.4	----	27.1
STRAYER COLLEGE		IIB		4	4	3	----	17.6	16.3	14.4	15.6		5	5	4	----	19.1	17.8	15.7	17.0
TRINITY COLLEGE		IIA	5	5	5	5	22.0	16.8	13.6	12.0	16.2	5	5	5	5	25.1	19.1	15.3	13.4	18.3
UNIVERSITY OF DC		IIA	1	1	1	1	34.2	27.3	22.5	19.4	27.1	1	1	1	1	41.9	33.8	27.2	23.1	33.1
WESLEY THEOLOGICAL SEM		IIA	3				28.0				28.0	4				31.5				31.5
FLORIDA																				
BARRY COLLEGE		IIA	4	4	5		25.2	21.4	16.9	----	20.0	5	4	5		27.1	24.6	19.3	----	22.6
BETHUNE COOKMAN COLLEGE		IIB	4	4	3	3	21.1	18.9	17.5	14.5	17.0	4	4	3	4	24.3	21.6	19.3	16.0	19.0
BISCAYNE COLLEGE	PNA	IIA																		
BREVARD CMTY COLLEGE		IV				3				20.1	20.1				3				22.6	22.6
BROWARD CMTY COLLEGE		IV				3				18.9	18.9				3				21.8	21.8
CENTRAL FLA CMTY COLLEGE		IV				3				18.6	18.6				3				20.6	20.6
CHIPOLA JUNIOR COLLEGE		IV				4				17.4	17.4				4				19.2	19.2
CLEARWATER CHRISTIAN C		IIB						----	----		11.0						----	----		12.0
COLLEGE OF BOCA RATON	PNA	IIB																		
DAYTONA BCH CMTY COLLEGE		IV				3				18.1	18.1				4				20.4	20.4
ECKERD COLLEGE		IIB	2	2	2		25.7	22.4	18.5		22.7	2	2	2		31.1	27.1	22.4		27.4
EDISON COMMUNITY COLLEGE		IV				4				16.2	16.2				4				18.6	18.6
EDWARD WATERS COLLEGE		IIB		5	5			14.2	12.6	----	13.2		5	5			15.8	14.3	----	14.8
EMBRY-RIDDLE AERON U		IIA	3	4	5	5	28.3	21.8	17.2	14.3	17.1	4	4	5	5	32.0	24.6	19.4	16.3	19.4
FLA AGRICULTURAL & MECH U		IIA	3	3	3	5	29.4	23.7	19.7	13.7	21.3	4	4	4	5	31.8	25.8	21.4	14.9	23.1
FLA ATLANTIC UNIVERSITY		IIA	2	3	4	2	32.0	24.4	19.0	17.3	26.0	3	4	4	3	34.7	26.6	20.9	19.1	28.3
FLORIDA COLLEGE		IV				4				15.7	15.7				5				17.6	17.6
FLORIDA INST TECHNOLOGY		I	5	5	5	5	26.6	22.3	18.0	13.6	19.1	5	5	5	5	30.5	25.6	20.8	15.8	21.9
FLORIDA INTERNATIONAL U		IIA	2	3	3	2	32.0	24.8	20.1	16.9	24.5	3	3	4	3	35.0	27.2	22.1	18.6	26.9
FLA JR COLLEGE JACKSONVL		IV				2				21.1	21.1				3				23.6	23.6
FLORIDA KEYS CMTY COLLEGE		IV				3				18.1	18.1				4				20.0	20.0
FLORIDA STATE UNIVERSITY		I	3	5	5	3	34.4	24.5	20.3	17.3	27.6	4	5	5	4	37.1	26.8	22.3	19.0	30.0
GULF COAST CMTY COLLEGE		III		4	3	1	----	21.0	19.5	18.5	20.0		4	3	2	----	23.3	21.7	20.6	22.2
HILLSBOROUGH CMTY COLLEGE		IV				4				16.7	16.7				4				18.9	18.9
INDIAN RIVER CMTY COLLEGE		III	3	3	3	4	24.6	22.6	18.9	14.6	17.8	4	3	4	4	27.0	25.1	21.2	16.6	20.0
JACKSONVILLE UNIVERSITY		IIA	5	5	5		21.3	18.1	14.3	----	18.0	5	5	5		24.2	20.6	15.9	----	20.4
LAKE CITY CMTY COLLEGE		IV				3				20.2	20.2				3				22.3	22.3
LAKE-SUMTER CMTY COLLEGE		IV				3				19.5	19.5				3				21.4	21.4
MANATEE JUNIOR COLLEGE		III	5	5	4	3	21.5	18.8	18.3	16.1	18.5	5	5	4	3	24.0	21.0	20.5	18.1	20.7
MIAMI CHRISTIAN COLLEGE		IIB					----	----	----		17.1					----	----	----		19.2
MIAMI-DADE CMTY COLLEGE		III	3	3	4	4	25.8	21.8	17.2	14.6	21.4	3	4	5	5	28.6	24.3	19.3	16.5	23.8
NORTH FLORIDA JR COLLEGE		IV				3				17.7	17.7				4				20.0	20.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
---										3	1							----						
18.												35				13		✓		19.4				18.6
14.	97.	88.	20.	71.	11.1	10.9	9.7	9.9	471	208	92	4	25	32	38	5	32.7	25.6	21.7	----	28.4	24.3	20.8	----
15.	97.	69.	7.		9.9	10.8	10.2	-----	27	40	28	2	2	5	16	3	30.8	----	21.1			----	20.5	----
14.	83.	72.	10.	47.	8.8	10.4	11.5	11.0	66	79	44	4	10	13	18	3	30.4	23.5	20.5	----	27.4	19.3	18.7	----
12.	89.	54.	7.		7.7	8.8	8.6	8.1	9	13	10		10	15	36	9	35.9	32.5	28.0		31.7	26.6	20.6	18.8
					10.4	12.3	12.5	11.2																
16.	98.	88.	37.	5.					174	93	53	9	31	46	48	10	28.9	22.3	18.2	17.3	27.2	21.4	17.8	15.2
16.	93.	81.	60.	27.	9.9	10.0	10.2	-----	66	56	32	6	4	7	20	5	----	24.8	20.7	----	----	23.3	18.6	----
13.												9								17.1				
20.	98.	83.	66.	9.	8.9	10.7	11.2	10.8	46	32	25	9	6	4	7	2	28.9	----	19.0	14.7	27.5	----	19.2	
12.	ALL	67.	11.		-----	14.6	15.7	-----					6	9	9	5					22.3	19.9	17.1	----
20.				40.					2	2		10		1	2	6				20.9				18.1
								15.3																
20.	ALL	90.	63.	26.					92	97	113	[illegible]	14	23	44	10	32.5	26.0	21.7	19.0	31.2	24.6	21.9	18.0
20.					11.7	11.9	12.0	11.9	33	25	26	3	16	11	9	2	29.8	23.1	18.5	----	29.4	23.4	19.0	
21.	ALL	91.	55.		8.3	10.5	10.0	-----	31	35	19	2	6	10	10	4	32.1	25.1	21.0		31.6	25.1	20.4	----
20.	94.	90.	64.		10.6	10.2	10.6	-----	42	43	51	3	7	8	21		30.8	25.8	22.4	----	28.9	25.2	20.2	
21.	ALL	93.	67.		7.7	8.0	8.7	8.6	13	9	5	2		5	4	7	26.7	----	----	----		----	----	----
21.			40.			-----	-----	10.4		3	7	6			3	3		----	----	----			----	----
---	ALL								3				2				----				----			
27.	22.				10.4	-----	-----	-----	9	5	4				2	1	26.7	----	----					
68.	20.								8				2				22.3							
19.	ALL	92.	73.						12	13	18	1			4	1	29.2	24.9	----				----	
19.	ALL	ALL	92.	17.					11	18	10	4	3	4	3	2	----	----	----	----	----	----	----	
19.	ALL	90.	69.	25.	7.6	8.1	8.2	8.8	22	17	18	3	6	4	14	3	26.4	----	21.1	----	24.3	----	18.8	----
21.	ALL	96.	84.		7.6	8.1	8.4	8.8	10	16	10	3	2	12	9	4	----	23.0	20.7	----	----	22.3	19.7	----
24.	ALL	ALL	93.		4.2	6.2	10.6	-----	6	15	9	1	1	6	6		----	24.0	21.5	----	----	22.9	19.9	
23.				82.				7.1				17				5				----				----
19.	ALL	92.	71.		7.5	8.0	8.3	-----	7	14	9		5	10	8	5	----	24.0	21.5		----	22.8	19.1	----
20.	ALL	ALL	95.		7.0	7.0	7.0	7.0	8	12	17	3	2	4	4	2	----	----	----	----	----	----	----	----
24.		27.			-----	8.4	9.4	-----	2	10	4	2		5	9	4	----	----	----	----		----	----	----
26.	ALL	ALL	67.			-----	-----	-----		3		2	1	1	3			----		----	----	----	----	
22.	93.	71.	40.		7.4	12.0	13.1	12.9	35	40	21	5	5	8	27	8	----	25.4	20.8	----	----	25.1	20.7	----
22.	ALL	43.			9.8	10.0	12.4	-----	5	24	15	4	4	13	13	4	----	22.5	17.5	----	----	21.8	16.8	----
15.	ALL	93.	35.		8.0	8.6	8.7	8.4	4	8	9	3	3	6	17	6	----	21.1	18.3	----	----	20.5	18.4	----
19.	ALL	ALL	71.		5.5	7.6	7.5	8.7	5	9	5	3	1	5	2	4	----	----	----	----	----	----	----	----
20.	89.	ALL	87.		7.5	7.5	7.5	-----	9	10	11	3			4	1	29.6	25.1	----	----			----	
23.	96.	94.			15.8	16.3	16.8	-----	54	39	8	2		8	12	2	35.8	26.0	21.0	----		24.0	20.1	----
20.	ALL	77.	67.						4	6	3	3	1	7	6	1	----	21.7	----	----		20.6	----	
18.	95.	85.	30.	5.	11.2	11.2	11.4	11.2	79	69	33	9	13	30	20	10	33.5	25.7	21.8	19.2	30.5	24.1	18.2	15.6
19.	96.	85.	25.	7.	8.2	10.3	10.9	9.7	459	297	141	26	38	71	89	20	38.6	27.7	22.3	20.0	33.8	25.7	21.1	18.5
19.	86.	74.	20.		9.1	9.6	10.6	13.8	61	86	77	4	3	6	38	5	----	25.0	20.7	----	----	23.5	20.1	----
21.	88.	65.	24.		7.6	9.2	11.7		39	50	37		3	5	8	1	----	----	21.8		----	----	21.2	
19.	ALL	ALL	83.						10	10	17	1			1		29.4	25.5	22.0					
27.	95.	93.			11.2	11.2	14.6	-----	95	55	37	5	5	14	24	1	----	26.4	20.7	----	----	25.0	20.7	----
24.					8.4	8.4	8.4	8.9	41	35	30	4	13	13	26	10	2.9	24.2	20.6	----	29.8	23.6	20.5	----
17.	ALL	24.			11.1	12.2	13.9	14.2	356	102	164	14	11	30	71	21	44.8	27.3	21.4	17.6	44.1	27.1	20.9	17.1
20.		ALL	80.	20.		12.2	11.5	-----		6	4			5	6	5		----	----			----	----	----
13.	ALL	69.	53.		8.0	8.0	8.0	8.0	18	22	21	9	6	4	24	22	32.6	24.7	21.8	17.9	30.2	✓	21.2	18.5
13.								8.4				42				25				23.6				22.3
13.								8.5				48				47				23.2				22.3
13.								8.0				16				13				21.3				21.7
17.					-----	-----	19.1	-----	1	2			5	2	8	2	----	----			----	----	16.8	----
25.	ALL	96.			9.1	10.5	11.0	10.6	231	207	151	2	10	57	71	15	38.5	27.2	21.2	----	35.6	26.2	20.1	----
17.	91.	69.	39.						8	10	9	2	3	3	9	5	----	----	16.8	----	----	----	16.4	----
14.									8				4				----				----			
18.	98.	77.	16.		13.7	12.2	12.9	14.1	135	89	48	16	25	36	26	11	35.5	27.2	22.5	20.3	32.9	25.4	21.7	19.2
					-----	10.1	13.5																	
11.	ALL	79.	46.	10.	11.0	12.6	12.0	12.3	30	40	35	15	4	22	41	24	----	28.5	23.0	19.1	----	28.5	22.4	17.1
22.	95.	64.	18.		10.4	10.8	14.0	10.4	229	120	73	6	26	31	34	17	37.8	27.7	22.0	----	33.7	26.0	20.7	----
23.	94.	86.	33.	4.	11.9	11.8	11.8	9.7	118	117	72	20	8	16	53	30	40.2	29.8	25.3	18.2	39.0	27.9	20.2	16.1
19.	93.	90.	14.		6.2	8.8	8.5	9.4	197	151	125	31	28	51	97	54	35.8	27.3	22.7	18.7	33.7	26.8	21.9	18.9
18.	67.	60.			11.0	-----	12.2	-----	4	3	5	2	4	4	4	2	----	----	----	----	----	----	----	----
9.					-----	12.6	12.1	14.2	2	5	5	11		3	1	14	----	----	----	15.4		----	----	13.7
13.	ALL	77.			16.3	16.5	16.3	17.1	4	3	6	2	9	10	11	6	----	----	13.5	----	----	----	13.7	----
22.					4.7	5.3	6.6	9.1	126	123	94	17	33	71	95	22	34.2	27.5	22.6	19.3	34.1	26.9	22.3	19.5
12.	ALL				8.7	-----	-----	-----	15	1	2		1	1		1	28.0							
13.					10.2	10.1	11.2	-----	6	14	8	4	10	19	26	4	----	21.9	16.8	----	----	21.0	17.0	----
12.	50.	14.	9.		-----	10.6	10.0	12.0	7	16	26	15	1	3	17	22	----	----	17.7	14.5	----	----	17.2	14.5
13.				77.								142				70				20.4				19.3
15.				70.				10.0				172				135				19.7				17.9
11.				65.				8.8				67				35				19.1				17.7
10.				84.				18.0				33				23				17.6				17.2
10.									1	4	4	2	1		2	1		----	----					
13.				62.				14.3				110				79				19.0				17.0
21.	97.	69.	9.		10.0	11.0	12.5		31	9	15		4	4	8		----	----	18.9		----	----	17.7	
14.				55.								48				27				16.7				15.4
13.										8	11	2		6	6	4		14.0	----			14.3	----	----
13.	83.	38.	4.						11	36	78	99	1	6	11	15	28.3	22.0	17.5	14.3		20.6	14.7	13.9
9.	88.	63.	32.		7.5	9.4	9.2	6.5	42	72	67	23	10	22	47	38	29.1	24.0	20.2	15.3	30.7	22.6	19.1	12.7
9.	94.	87.	46.	71.	7.7	8.3	8.7	6.7	98	87	59	9	7	3	4		31.2	----	----	17.3	44.0	----	----	
12.				38.								17				4				----				----
15.									13	39	43	25	2	1	11	6	26.6	22.3	18.4	13.9			16.6	12.2
10.	88.	80.	12.		7.6	10.7	9.4	10.5	65	126	57	7	8	26	34	17	32.2	24.9	20.5	17.7	30.0	23.8	19.3	16.7
12.				81.								209				178				21.6				20.5
11.				67.								25				5				----				----
9.	97.	82.	2.		7.7	8.4	8.9	10.3	360	232	143	4	39	81	82	6	34.7	24.8	20.8	----	31.2	23.7	19.4	----
11.	83.	86.	67.	43.					5	9	19	4	1	12	14	3	----	21.0	19.7	----		20.9	19.3	----
13.				74.								103				68				16.9				16.5
12.	88.	80.	20.	57.					7	12	24	32	1	3	22	23	----	----	18.5	16.2	----	----	19.3	15.1
13.	ALL	84.	33.		10.0	14.6	14.6	-----	24	25	20	3	8	6	4	1	21.3	17.9	----	----	21.2	18.9	----	
11.				85.								51				20				20.3				19.7
10.				84.				9.5				23				14				20.1				18.5
12.	70.	60.	62.	36.					6	7	25	4	4	3	30	7	----	----	19.2	----	----	----	17.6	----
12.									4	3	3				1		----	----	----					
11.	ALL	98.	72.	8.	11.2	11.7	11.6	13.2	156	208	69	25	44	122	70	41	26.1	22.3	17.7	14.7	25.0	21.0	16.7	14.6
13.				73.				9.1				18				12				17.8				17.7

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
F L O R I D A (CONTD)																				
NOVA UNIVERSITY		I	3	1	1		36.4	29.7	24.1		29.7	3	1	1		43.0	35.9	29.1		35.4
OKALOOSA-WALTON JUNIOR C		IV				2				20.8	20.8				3				23.2	23.2
PALM BEACH JUNIOR COLLEGE		III	5	5	3	2	20.4	19.5	19.6	17.2	18.0	5	5	3	3	22.7	21.6	21.8	19.2	20.0
PASCO-HERNANDO CC		IV				4				15.3	15.3				5				16.9	16.9
PENSACOLA JUNIOR COLLEGE		III	3	3	3	4	25.8	21.8	19.3	15.4	20.0	3	4	4	4	28.4	24.2	21.5	17.3	22.2
POLK COMMUNITY COLLEGE		IV				2				20.5	20.5				3				22.8	22.8
RINGLING SCH ART-DESIGN		IV				3				18.0	18.0				3				20.7	20.7
ROLLINS COLLEGE		IIA	2	2	4		32.3	24.9	19.0	----	25.6	2	3	4		37.1	28.7	21.8	----	29.4
SAINT JOHNS RIVER CC		IV				4				15.9	15.9				5				17.6	17.6
SAINT LEO COLLEGE	LFO	IIB	5	5	5		20.4	16.6	14.1		15.9	5	5	5		23.2	18.7	16.2		18.2
SAINT PETERSBG JR COLLEGE		IV				3				19.6	19.6				2				23.9	23.9
SANTA FE CMTY COLLEGE		IV				3				19.7	19.7				3				21.8	21.8
SEM SAINT VINCENT DE PAUL		IIA					----	----	----		6.0					----	----	----		6.8
SEMINOLE CMTY COLLEGE		IV				2				20.3	20.3				3				22.4	22.4
SOUTH FLORIDA JR COLLEGE		IV				3				19.8	19.8				2				23.8	23.8
STHESTN C ASSEMBLIES GOD		IIB	5	4	3		19.8	18.5	17.0		18.3	5	4	4		22.9	21.3	19.2		21.0
STETSON UNIVERSITY		IIA	4	4	4	5	27.4	20.8	18.8	12.9	22.0	3	4	4	5	32.7	25.1	22.1	14.2	26.1
TALLAHASSEE CMTY COLLEGE	1	IV				2				21.0	21.0				3				23.2	23.2
U OF CENTRAL FLORIDA		IIA	2	2	2	3	32.5	25.2	20.6	16.0	25.0	3	3	3	4	35.1	27.4	22.5	17.6	27.1
UNIVERSITY OF FLORIDA		I	3	4	2	2	35.0	25.8	22.7	18.0	28.4	4	5	4	3	37.7	28.1	24.9	19.7	30.8
UNIVERSITY OF MIAMI		I	3	4	4	4	34.6	25.7	21.0	16.5	27.2	4	5	5	4	38.7	28.9	23.7	18.7	30.5
U OF NORTH FLORIDA		IIA	2	2	3		30.3	25.2	20.3		24.8	3	3	4		33.4	27.8	22.5		27.4
U OF SOUTH FLORIDA	12	I	4	4	5	3	32.6	25.0	20.3	17.5	26.5	5	5	5	4	35.3	27.2	22.1	19.0	28.8
UNIVERSITY OF TAMPA		IIA	4	5	5		25.3	19.8	16.6	----	20.1	4	5	5		29.3	23.0	18.9	----	23.3
U OF WEST FLORIDA		IIA	2	2	3	2	30.5	25.0	20.3	17.0	24.1	3	3	4	3	33.0	27.3	22.2	18.4	26.2
VALENCIA CMTY COLLEGE		IV				2				21.7	21.7				2				24.2	24.2
WARNER SOUTHERN COLLEGE		IIB	5		5	5	17.8	----	13.8	12.3	14.2	5		5	5	20.3	----	15.7	14.0	16.2
G E O R G I A																				
ABRAHAM BALDWIN AGRL C	2	III																		
AGNES SCOTT COLLEGE		IIB	2	2	2	3	27.4	21.9	18.2	14.9	22.1	2	2	2	3	32.5	26.2	21.7	17.1	26.3
ALBANY JUNIOR COLLEGE	1	IIB		2	1	2	----	22.7	19.6	16.4	20.5		3	2	2	----	24.9	21.6	18.1	22.5
ALBANY STATE COLLEGE		IIB	1	1	1	1	29.1	25.3	20.6	17.0	22.9	2	1	2	2	32.6	28.2	22.7	18.[illegible]	25.5
ARMSTRONG STATE COLLEGE	2	IIA																		
ATLANTA COLLEGE OF ART		IV				5				14.3	14.3				5				16.7	16.7
ATLANTA JUNIOR COLLEGE	2	III																		
AUGUSTA COLLEGE		IIA	2	3	3	2	32.6	24.8	20.2	16.9	23.5	2	2	2	2	39.1	30.0	24.4	20.4	28.4
BAINBRIDGE JUNIOR COLLEGE	2	III		3	2	3		22.7	20.1	15.8	19.4		3	3	4		25.0	22.1	17.5	21.3
BERRY COLLEGE		IIA	3	4	4	2	27.9	22.8	19.2	17.3	22.4	3	4	3	3	32.3	26.2	22.6	19.9	25.9
BRENTON-PARKER COLLEGE		IV				5				12.0	12.0				5				13.5	13.5
BRUNSWICK JUNIOR COLLEGE	2	III																		
CLARK COLLEGE		IIB	4	4	4	5	23.1	18.7	16.1	13.0	16.8	4	4	4	5	25.9	21.3	18.4	15.0	19.2
COLUMBIA THEOLOGICAL SEM		IIA																		
COLUMBUS COLLEGE	2	IIA	3	3	3	2	28.0	23.7	20.1	16.8	23.1	4	4	4	3	30.9	26.1	22.4	18.8	25.5
COVENANT COLLEGE		IIB	4	3	3		23.0	20.0	17.0		19.7	3	3	3		28.1	24.8	19.6		23.8
EMANUEL CO JUNIOR COLLEGE	1	III			2		----	----	20.3	----	20.6			3		----	----	22.5	----	22.7
EMORY UNIVERSITY		I	2	3	3	4	37.0	26.6	21.2	16.1	28.2	2	3	3	5	43.2	31.5	25.2	17.6	33.2
FLOYD JUNIOR COLLEGE		III																		
FORT VALLEY STATE COLLEGE		IIA																		
GAINESVILLE JR COLLEGE	2	III																		
GEORGIA COLLEGE	2	IIA	3	3	4	2	29.0	23.2	19.0	17.3	22.7	4	4	4	3	32.0	25.9	21.4	19.5	25.3
GA INST OF TECHN MAIN CAM	2	I	3	3	3		35.3	26.8	21.2	----	29.2	4	4	5		38.3	29.4	23.4	----	31.8
GEORGIA SOUTHERN COLLEGE		IIA	3	3	3	4	29.7	24.5	19.7	15.1	22.6	3	3	4	5	32.7	27.1	21.8	16.8	25.0
GA SOUTHWESTERN COLLEGE	2	IIA	3	3	3	3	29.3	24.3	20.4	16.7	23.2	3	4	3	3	32.3	26.9	22.7	18.7	25.7
GEORGIA STATE UNIVERSITY		I	2	1	1	2	38.4	28.3	23.2	18.0	29.8	3	4	3	3	41.2	30.9	25.5	20.0	32.3
INTRDENOMINATL THEOL CTR		IIA		5		5	----	20.6	----	13.8	18.8		5		5	----	24.1	----	16.6	22.3
KENNESAW COLLEGE	2	III	1	1	1	1	32.0	25.9	23.0	18.8	23.2	2	2	1	2	34.8	29.6	25.4	20.9	25.8
LA GRANGE COLLEGE		IIA	5	5	5		23.0	19.3	16.9		18.9	5	5	5		26.9	22.4	19.5		21.9
MACON JUNIOR COLLEGE		III		2	3	4		23.3	19.7	14.4	19.1		3	3	5		25.8	21.9	16.2	21.3
MERCER U MAIN CAMPUS		IIA	3	4	4	3	28.9	22.9	18.9	16.4	23.0	3	3	3	3	33.9	27.3	22.6	19.7	27.3
MERCER U IN ATLANTA		IIB	5	4	3	3	20.3	17.9	16.9	15.1	17.5	4	4	3	2	24.2	21.5	20.3	18.2	21.0
MIDDLE GEORGIA COLLEGE	2	III	4	4	3	2	23.4	21.5	19.2	16.9	19.9	4	4	4	3	25.9	23.7	21.4	18.6	22.1
MORRIS BROWN COLLEGE		IIB	5	5	5	5	19.1	16.2	13.2	11.5	13.8	5	5	5	5	20.9	18.0	14.7	12.7	15.4
NORTH GEORGIA COLLEGE	2	IIB	1	1	1	1	28.8	23.6	20.5	17.3	22.8	2	2	2	1	31.8	26.2	23.0	19.5	25.6
OGLETHORPE UNIVERSITY		IIA	3	4	4		29.0	22.0	19.0		23.6	3	4	4		33.2	25.5	21.7		27.8
PAINE COLLEGE		IIB		5	5	3	----	15.2	13.2	14.3	14.3		5	5	4	----	17.1	15.1	15.8	16.1
PHILLIPS COLLEGE		IV				5				8.2	8.2				5				8.2	8.2
PIEDMONT COLLEGE		IIB	5	5			12.4	11.0	----		11.1	5	5			13.9	12.4	----		12.6
REINHARDT COLLEGE		III		5				15.0	----		14.6		5				17.4	----		16.7
SAVANNAH STATE COLLEGE		IIA	3	3	3		29.0	24.0	20.2	----	23.7	4	4	4		31.7	26.4	22.3	----	26.0
SHORTER COLLEGE		IIB	4	5	5		21.4	17.3	15.2		17.2	4	5	5		24.3	19.6	17.3		19.6
SOUTH GEORGIA COLLEGE	2	III		2	2	2		23.2	20.8	17.5	19.6		3	2	2		25.7	23.1	19.6	21.9
MERCER U STHN SCHOOL PHAR		IIA			4		----	----	18.3	----	19.6			4		----	----	21.9	----	23.4
STHN TECH INST	2	IIB	1	1	1*		28.9	23.5	21.7		23.4	2	2	1		31.5	25.7	23.7		25.6
SPELMAN COLLEGE		IIB	2	4	5	5	26.9	18.4	14.3	10.6	16.1	2	4	5	5	30.6	20.7	16.2	12.1	18.2
TIFT COLLEGE		IIB	4	5	5		20.5	15.2	13.9		16.4	5	5	5		22.1	16.5	15.2		17.7
TOCCOA FALLS COLLEGE		IV				5				14.4	14.4				5				16.2	16.2
TRUETT MCCONNELL COLLEGE		IV				5				14.5	14.5				5				17.6	17.6
UNIVERSITY OF GEORGIA		I	1	1	2	3	39.0	28.5	22.5	16.7	28.7	3	3	4	4	42.0	31.3	25.8	18.6	31.4
VALDOSTA STATE COLLEGE		IIA	3	3	2	2	28.5	23.8	20.6	17.2	23.4	4	4	3	3	31.4	26.4	22.9	19.2	26.0
WAYCROSS JUNIOR COLLEGE	2	IV			1*				20.5	----	19.7			1*				22.5	----	21.8
WESLEYAN COLLEGE		IIB	5	5	3		20.1	16.2	17.0	----	18.0	4	5	3		24.3	19.8	19.7	----	21.5
WEST GEORGIA COLLEGE		IIA	3	3	3	3	29.5	23.1	20.1	15.8	23.1	3	4	4	4	32.1	25.5	22.3	17.8	25.5
YOUNG HARRIS COLLEGE		IV				4				16.8	16.8				4				19.6	19.6
H A W A I I																				
CHAMINADE U OF HONOLULU		IIB	4	4	4	4	21.8	18.8	16.5	13.3	17.5	4	4	4	4	25.5	22.0	19.0	15.4	20.3
HAWAII LOA COLLEGE		IIB		4	3		----	18.9	16.8	----	18.2		4	4		----	21.1	19.2	----	20.8
HAWAII PACIFIC COLLEGE		IIB					----	----	----	----	15.8					----	----	----	----	19.0
U OF HAWAII HONOLULU CC	13	IV				2				23.1	23.1				2				27.9	27.9
U OF HAWAII KAPIOLANI CC	13	IV				1				25.1	25.1				1				30.3	30.3
U OF HAWAII KAUAI CC	13	IV				2				23.1	23.1				2				27.9	27.9
U OF HAWAII LEEWARD CC	13	IV				2				23.6	23.6				2				28.6	28.6
U OF HAWAII MAUI CC	13	IV				2				22.9	22.9				2				27.7	27.7
U OF HAWAII AT MANOA	13	I	3	3	3	3	35.1	26.1	21.2	17.1	28.2	3	3	3	3	41.5	31.3	25.5	20.7	33.5
U OF HAWAII AT HILO	13	IIB	1	1	1		32.6	24.9	20.1		24.3	1	1	1		39.2	30.1	24.4		29.4
U OF HAWAII WEST OAHU C	13	IIB		2				21.3	----		19.7		2				25.8	----		23.9
U OF HAWAII WINDWARD CC	13	IV				2				21.3	21.3				2				25.8	25.8
I D A H O																				
BOISE STATE UNIVERSITY		IIA	4	4	4	3	26.5	22.4	18.7	16.3	22.6	4	3	3	2	32.1	27.2	22.9	20.0	27.5
COLLEGE OF IDAHO		IIA	5	5	5		20.2	17.3	16.5		18.7	5	5	5		23.8	20.3	18.5		21.8
COLLEGE OF SOUTHERN IDAHO		III	4	4	4	2	23.3	20.5	18.3	17.2	19.7	4	3	3	2	28.1	24.9	22.2	21.0	23.9
IDAHO STATE UNIVERSITY		I	5	5	5	2	28.1	23.0	18.9	17.7	21.0	5	5	5	2	34.0	27.9	23.1	21.7	25.5
LEWIS-CLARK ST COLLEGE		IIB	3	2	2		24.4	21.5	18.6	----	21.1	3	2	2		29.9	26.2	22.8	----	25.7
NORTH IDAHO COLLEGE		IV				2				20.3	20.3				2				25.2	25.2
NTHWST NAZARENE COLLEGE		III	4	5	4	5	22.6	19.2	17.7	13.9	18.9	4	4	4	4	27.1	23.1	21.1	16.7	22.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	25.	10.	6.						15	17	11		1	4	7		36.4	29.7	23.3				25.5	
12.				94.								46				24				20.9				20.4
11.	ALL	86.	89.	75.					5	11	20	53	3	3	7	63	----	----	19.9	17.5	----	----	18.8	16.9
10.				37.								32				17				15.8				14.6
11.	98.	97.	97.	35.	9.3	8.0	10.6	9.2	33	43	51	38	11	28	50	33	25.5	21.9	19.7	15.6	26.4	21.8	18.9	15.1
11.				83.								55				37				22.2				18.0
15.												18				3				----				----
15.	98.	77.	18.						38	34	24	3	3	13	10	4	----	25.9	18.4	----	----	22.3	20.6	----
11.				75.								32				12				16.2				14.9
15.	75.	80.	57.	50.					7	10	15	2	1	5	6	2	20.4	----	13.9			----	14.5	
22.				73.								176				145				20.8				18.1
10.				72.								118				114				20.1				19.4
13.	ALL	ALL	ALL						5	5	4						----	----	----					
11.				83.								66				47				20.7				19.7
20.				87.								18	1			10				21.2				17.2
15.					8.1	4.1	20.9		8	15	8			3	3		19.8	----	----			----	----	
19.	98.	77.	14.		9.7	9.9	10.5	-----	44	24	26	4	6	7	9	9	27.7	21.2	19.2	----	25.0	19.6	17.4	----
10.				82.				9.0				28				39				21.2				20.9
9.	90.	79.	23.		9.3	9.2	9.4	10.7	99	125	85	16	6	16	38	19	----	25.3	21.0	16.4	----	23.9	19.8	15.7
9.	94.	84.	12.		8.2	8.2	7.8	10.0	727	511	441	18	31	81	106	23	35.2	26.1	23.1	20.8	30.7	23.6	21.0	15.7
12.	91.	65.	8.		12.8	12.0	14.0	16.0	247	173	113	9	17	30	57	10	34.8	26.1	21.5	17.6	30.9	23.4	20.1	15.7
10.	93.	85.	25.		7.0	7.8	8.2	-----	39	50	37	2	8	12	22	2	----	25.6	21.0		----	23.4	19.2	
9.	96.	91.	17.		9.1	9.3	10.9	10.1	288	239	118	18	24	51	51	13	32.8	25.1	20.6	17.6	30.7	24.5	19.7	17.3
16.	96.	77.	9.		8.2	9.1	8.6	-----	23	24	20	2	1	6	3	4	25.3	20.2	----			18.2	----	----
9.	ALL	92.	27.		6.9	8.2	8.5	7.5	54	90	30	11	2	19	26	8	----	25.2	21.4	17.3	----	24.3	19.1	16.6
												80				69				22.4				20.8
12.				82.	-----	-----	10.5	-----	6	5	8	8			3	7	17.8	----	----	12.3			----	12.3
14.																								
					13.0	11.4	12.8	12.9	9	12	11	2	12	12	6	4	27.4	21.9	18.9	----	27.4	22.0	17.1	----
19.	ALL	92.	29.		8.2	7.9	8.1	-----	4	13	21		1	7	14	8	----	21.7	20.2		----	24.5	18.8	16.4
10.	ALL	65.	34.		-----	10.5	10.7	-----	17	22	20	8	3	7	28	7	----	25.0	20.4	17.9	----	26.2	20.7	16.0
11.	10.	14.	8.		12.6	16.6	12.7	14.9																
					13.0	12.2	8.3	6.3																
17.				68.				9.5				14				5				----				----
21.	ALL	81.	29.			10.4	11.3	10.5	20	35	26	8	6	13	22	12	32.8	25.0	20.5	17.8	32.1	24.1	19.8	16.3
10.		57.	8.		11.0	11.0	12.4	12.1		7	5	6			8	3		22.7	----	----			----	----
16.	84.	60.	21.			13.1	11.2	12.4	23	15	22	6	2	4	12	2	----	----	19.1	----	----	----	19.3	----
13.				45.								13				7				12.3				11.5
					-----	-----	11.6	10.6																
14.	96.	57.	19.		7.1	5.6	5.8	3.5	12	13	22	17	11	18	20	22	24.1	18.7	16.9	13.3	22.1	18.7	15.2	12.7
					8.1	-----		-----																
11.	94.	95.	36.		11.1	11.0	10.2	11.5	37	56	27	11	10	22	23	10	28.3	23.9	20.4	17.6	26.8	23.0	19.8	16.0
21.	ALL	17.			7.9	8.5	10.0	-----	7	11	10			1			23.0	----	17.0			----		
11.	ALL	ALL	25.		-----	-----	11.0	-----	1	1	11	3		1	1		----	----	----	----		----	----	
18.	98.	81.	2.		11.3	11.6	10.7	10.7	138	110	79	2	11	29	44	16	37.4	27.1	21.7	----	32.6	24.8	20.2	----
					13.0	14.0	11.6	6.9																
					12.7	11.3	10.9	14.0																
11.	84.	78.	26.		9.7	10.8	11.9	11.6	22	29	23	3	9	20	23	6	29.4	23.5	19.0	----	28.1	22.8	19.0	----
9.	92.	80.	13.		12.0	12.9	11.1		235	142	108	5	5	7	17	1	----	26.9	21.5	----	----	23.4	19.3	
11.	93.	88.	41.		11.4	11.3	10.7	12.3	66	72	74	11	9	9	54	31	29.8	24.5	20.3	15.7	28.5	24.2	18.9	14.9
11.	89.	91.	57.		11.2	11.5	10.0	11.2	21	30	29	1	6	5	28	11	29.4	----	21.2		28.8	----	19.2	16.7
9.	96.	92.	21.		12.7	11.6	12.4	11.3	204	200	107	6	24	58	71	30	38.7	28.7	23.5	19.2	36.1	26.9	22.6	17.7
10.	60.	38.			-----	-----	-----	7.0	5	7	2	7		1	2	3	----	----	----	----		----	----	----
11.	91.	56.	16.		12.2	12.4	13.8	14.0	10	20	34	10	1	12	23	29	----	26.0	22.8	19.9	----	25.9	23.3	18.4
16.	ALL	ALL	11.	67.					12	8	11		1	3	17		23.0	----	17.2			----	16.7	
11.	ALL	90.	35.		-----	12.9	13.9	12.8	3	15	18	8		5	19	12		----	19.9	14.7		----	19.5	14.3
19.	97.	92.	41.	7.	9.8	11.8	10.7	10.0	33	30	21	10	4	8	8	4	----	23.2	19.3	----	----	21.6	17.9	----
20.	50.	48.	27.		-----	9.4	10.7	13.3	5	13	8	3	1	8	7	3	----	18.1	17.2	----	----	17.7	16.5	----
11.	80.	89.	50.						9	14	20	3	1	4	10	6	23.4	----	19.4	----		----	18.7	----
11.	88.	48.	33.						4	13	23	11	4	8	16	17	----	16.4	13.5	11.6	----	15.9	12.7	11.3
11.	ALL	ALL	33.		10.1	10.1	7.3	-----	21	12	24	5	2	6	15	3	28.8	----	20.8	----		----	20.1	----
15.	92.	83.	10.		11.3	13.2	12.6		11	9	8		4	3	4		----	----	----		----	----	----	
12.	ALL	18.	56.		-----	13.5	8.2	19.6	4	8	18	7	1	5	6	8	----	----	13.1	----		----	13.4	----
1.								7.5								7								8.2
13.	ALL	22.							7	8	5		2	1	1		12.4	11.0	----					
14.	ALL	17.							2	3	1	1		3	3	2		----				----	----	
10.		83.	38.	20.					30	24	27	5	5	5	23		----	----	20.8	----	----	----	19.4	
13.	80.	73.	24.						7	11	13	1	3	4	8	2	----	----	16.9		----	----	12.6	
11.	ALL	91.	33.		-----	12.4	13.6	12.8	3	7	8	12		4	4	9		----	----	17.7		----	----	17.2
19.	ALL	ALL			-----	8.8	10.3	-----	4	3	12	1	1	1	2	1	----	----	----	----	----	----	----	----
9.	ALL	88.	11.						11	38	29	1		3	8	1	28.9	----	22.0			----	20.5	
13.	86.	68.	4.		9.1	10.1	10.8	11.8	7	7	11	7	7	12	28	19	28.3	17.9	14.4	12.4	25.6	18.7	14.2	10.0
9.	58.	21.							5	9			3	5	7		----	----			----	----	13.9	
13.									1	1		24	1		2	7				----				----
22.												12				7				14.8				14.0
9.	97.	89.	11.		10.6	11.3	11.4	11.7	422	365	298	44	16	45	120	54	39.2	28.6	23.0	17.0	35.2	27.5	21.2	16.6
11.	93.	61.	42.		11.9	12.1	11.3	10.1	44	40	54	6	13	17	23	9	28.7	24.3	20.9	16.9	27.6	22.6	19.6	17.3
11.		33.				-----	11.1	12.2		2	5	4		1	5	2			----	----			----	----
19.	77.	90.			8.0	7.5	-----	-----	9	8	6	2	4	2	3		----	----	----	----	----	----	----	
10.	93.	89.	26.		10.8	11.7	11.6	9.4	61	58	56	10	7	16	21	18	29.7	23.0	20.1	16.3	27.8	23.4	20.0	15.6
17.				70.								18				5				----				----
16.	89.	71.	22.						7	10	13	5	4	4	5	4	----	----	----	----	----	----	----	----
14.	75.	67.	20.						4	5	7	3		2	3	4	----	----	----	----		----	----	----
21.					-----	16.9	-----	-----	3	6	3	4	2		4	3	----	----	----	----			----	----
21.				67.								81				28				24.0				20.5
21.				70.								50				40				25.1				25.1
21.				61.				9.5				27				14				24.6				20.1
21.				79.								83				47				24.1				22.6
21.				55.								36				20				23.8				21.3
19.	93.	85.	27.	17.	5.7	8.3	10.3	12.4	418	183	178	16	26	45	98	48	35.3	26.2	21.4	17.1	32.7	25.8	20.9	17.1
21.	95.	94.	30.	33.					22	30	39			4	8	3	32.6	----	20.1			----	20.3	
21.		71.								6	4			2	3			----	----			----	----	
21.				50.				9.4				20				18				20.4				22.3
21.	99.	63.	28.	9.	7.4	7.8	7.6	8.3	98	96	49	3	12	25	27	8	26.7	22.6	19.1	----	25.2	21.5	18.0	----
16.	95.	18.			12.1	8.7	-----		16	7	7	1	4	3			----	----	16.5		----	----		
21.									17	15	24	13	5	9	8	8	----	20.4	18.8	17.8	----	20.8	16.9	16.1
22.	98.	89.	18.	49.	7.6	8.5	10.8	8.5	56	67	72	82	3	15	27	29	----	23.1	18.8	18.4	----	22.7	19.3	15.9
22.	ALL	57.	8.		5.3	6.6	10.2	-----	11	17	8			4	5	3	24.6	----	----			----	----	----
25.				70.								54				19				20.7				19.2
20.	11.	13.		6.					25	14	3	8	2	2	4	8	22.6	19.2	----	13.9			----	13.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
IDAHO (CONTD)																				
UNIVERSITY OF IDAHO		I	5	5	5		29.9	23.8	19.8		25.8	5	5	4		35.8	28.6	23.8		30.9
ILLINOIS																				
AMERICAN CONSV OF MUSIC		IIA	5				23.2	----	----		18.3	5				24.4	----	----		19.4
AUGUSTANA COLLEGE		IIB	1	1	1	2	30.9	25.3	19.9	16.4	23.2	1	1	1	1	36.2	29.7	23.6	19.4	27.4
AURORA COLLEGE		IIB	3	3	2		25.4	20.9	18.6	----	20.2	3	3	2		29.6	24.2	21.6	----	23.4
BARAT COLLEGE		IIB	5		4	5	20.2	----	15.7	12.5	16.5	5		5	5	23.0	----	17.4	13.9	18.6
BELLEVILLE AREA COLLEGE		IV				1				27.2	27.2				1				30.3	30.3
BETHANY THEOLOGICAL SEM		IIA	4				24.9				24.9	4				30.8				30.8
BLACK HAWK C EAST CAMPUS		III		2	2	3		23.0	19.8	16.1	20.0		3	3	3		26.4	23.1	18.5	23.0
BLACK HAWK C QUAD-CITIES		III	2	2	2	2	28.8	24.8	20.6	16.6	22.6	2	2	2	3	32.7	28.3	23.6	19.1	25.8
BLACKBURN COLLEGE		IV				3				18.4	18.4				3				21.5	21.5
BRADLEY UNIVERSITY		IIA	2	2	2	4	30.8	25.3	20.9	15.6	25.1	3	3	3	4	35.1	28.9	23.7	17.6	28.4
CARL SANDBURG COLLEGE		IV				3				20.0	20.0				3				23.1	23.1
CATHOLIC THEOL UNION		IIA	3				29.0	----	----		25.6	4				29.4	----	----		26.0
CENTRAL YMCA CMTY COLLEGE		IV																		
CHICAGO STATE UNIVERSITY	6	IIA	4	4	4	3	27.1	22.8	18.7	15.9	22.6	4	4	4	4	31.2	26.4	21.7	18.2	26.1
CHICAGO THEOLOGICAL SEM		IIA																		
CITY C CHGO CITY-WIDE C		III	1	1	1	1	29.9	25.1	22.5	19.1	22.9	2	2	1	1	33.9	29.8	26.9	23.0	27.1
CITY C CHICAGO DALEY C		III	1	1*	1*	1	31.0	28.6	26.8	19.1	27.8	1	1	1*	1	36.4	33.8	31.8	23.1	32.8
CITY C CHGO KENNEDY-KING		III	1	1*	1*	1*	31.7	29.1	26.0	21.9	25.7	1	1*	1*	1*	37.3	34.3	30.5	26.2	30.4
CITY C CHICAGO LOOP C		III	1	1*	1*	1*	31.9	29.0	26.6	21.2	27.7	1	1*	1*	1*	37.5	34.2	31.5	25.4	32.8
CITY C CHGO MALCOLM X C		III		1	1*	1*	----	26.0	25.3	21.5	23.9		1	1*	1*	----	30.8	30.0	25.7	28.5
CITY C CHGO OLIVE-HARVEY		III	1	1*	1*	1*	30.9	28.7	26.1	21.4	26.7	1	1*	1*	1*	36.4	33.9	30.9	25.6	31.6
CITY C CHGO TRUMAN C		III	1	1*	1*	2	31.6	28.9	24.9	17.0	26.1	1	1*	1*	2	37.1	34.1	29.5	20.6	30.9
CITY C CHICAGO WRIGHT C		III	1*	1*	1*	1	32.7	29.6	26.9	17.8	29.1	1	1*	1*	1	38.4	34.9	31.8	21.5	34.3
COLLEGE OF DUPAGE		IV				1				27.6	27.6				1				32.4	32.4
COLLEGE OF LAKE COUNTY		IV				1				25.4	25.4				2				28.5	28.5
COLLEGE OF SAINT FRANCIS		IIB		2	1	1	----	22.4	19.5	17.2	20.0		2	2	1	----	25.9	22.6	20.5	23.3
COLUMBIA COLLEGE		IV				1				24.2	24.2				2				26.8	26.8
CONCORDIA COLLEGE		IIA	5	5	5		22.5	20.8	17.3		20.4	5	4	4		28.0	25.9	21.6		25.4
DANVILLE AREA CMTY C		IV				2				21.6	21.6				2				25.1	25.1
DEPAUL UNIVERSITY		IIA	1*	1	1	1	39.4	28.0	22.6	18.0	28.0	1*	1	1	2	47.3	33.5	27.0	21.4	33.5
EASTERN ILL UNIVERSITY	1	IIA	3	4	3	4	28.1	22.3	19.2	15.6	23.0	3	4	3	3	32.7	26.1	22.6	18.5	26.9
ELGIN COMMUNITY COLLEGE		IV				2				23.3	23.3				2				27.7	27.7
ELMHURST COLLEGE		IIB	1	1	2	1	29.2	23.9	18.8	16.9	21.7	1	1	2	2	35.1	28.4	21.9	19.1	25.5
EUREKA COLLEGE		IIB	4	5	5		21.0	16.6	14.6		17.1	4	5	5		24.4	19.3	17.1		19.9
GARRETT-EVANGELCL THEOL		IIA	2				32.6	----	----		30.9	2				37.2	----	----		35.5
GEORGE WILLIAMS COLLEGE		IIA	4	5	4		26.2	19.6	17.9		20.3	4	5	4		30.9	23.3	21.3		24.1
GOVERNORS ST UNIVERSITY	1	IV				2				23.4	23.4				2				27.1	27.1
HIGHLAND CMTY COLLEGE		IV				2				21.7	21.7				2				25.3	25.3
ILL BENEDICTINE COLLEGE		IIB	3	3	3		25.2	19.7	17.7	----	20.4	3	4	3		28.2	22.2	19.8	----	23.0
ILLINOIS CENTRAL COLLEGE		III	2	1	1	1	29.8	26.0	22.1	17.9	24.1	2	1	1	1	34.8	30.5	26.1	21.4	28.4
ILLINOIS COLLEGE		IIB	3	2		4	25.4	22.4	----	14.0	21.4	3	2		5	28.5	25.2	----	15.0	23.9
ILL COLLEGE OF OPTOMETRY		IIA			1			----	21.9		23.2			2			----	25.3		27.1
DR WM SCHOLL C PODIATRIC		IIA		1*	3		----	28.7	19.5		24.2		1	4		----	32.8	22.2		27.7
ILL ESTN CC FRONTIER CC		IV				5				13.6	13.6				5				15.8	15.8
ILL ESTN LINCOLN TRAIL C		IV				4				15.7	15.7				4				18.2	18.2
ILL ESTN CC OLNEY CEN C		IV				3				18.3	18.3				3				21.2	21.2
ILL ESTN CC WABASH VLY C		IV				3				20.0	20.0				3				23.6	23.6
ILLINOIS INST TECHNOLOGY		I	2	1	2	1	37.1	29.3	22.3	19.3	28.7	2	1	3	2	44.3	34.8	25.5	22.0	33.8
ILLINOIS STATE UNIVERSITY		I	5	5	4	3	31.1	24.7	20.4	17.2	24.6	5	5	4	3	36.1	28.8	23.9	20.3	28.7
ILLINOIS VLY CMTY COLLEGE		IV				2				23.4	23.4				1				29.0	29.0
ILL WESLEYAN UNIVERSITY		IIB	2	2	2	2	27.9	22.2	18.0	16.0	21.0	1	2	2	2	34.4	27.6	21.7	18.5	25.7
JOHN A LOGAN COLLEGE		IV				2				21.5	21.5				2				.1	27.1
JOHN MARSHALL LAW SCHOOL		IIA	1*	1*			51.0	40.4		----	44.4	1*	1*			59.3	47.3		---	51.8
JOHN WOOD CMTY COLLEGE		IV				5				14.9	14.9				4				18.2	18.2
JOLIET JUNIOR COLLEGE		IV				1				26.1	26.1				1				31.3	31.3
JUDSON COLLEGE		IIB		4	4		----	19.3	16.3		18.7		3	3		----	23.7	20.1		23.0
KANKAKEE CMTY COLLEGE		IV				3				19.7	19.7				3				22.8	22.8
KENDALL COLLEGE		III			4				16.9		16.9			5				18.7		18.7
KENDALL SCH OF DESIGN		IIB			2	3			18.8	15.0	17.7			1	2			23.4	19.4	22.2
KISHWAUKEE COLLEGE		IV				3				18.8	18.8				3				21.6	21.6
KNOX COLLEGE		IIB	1	1	2		30.0	23.6	17.9	----	24.1	1	1	2		38.1	29.8	21.6	----	30.2
LAKE FOREST COLLEGE		IIB	1	1	1	1	32.2	25.8	20.3	17.2	25.6	1*	1*	1	1	42.6	32.3	24.0	19.5	32.2
LAKE LAND COLLEGE		IV				2				20.6	20.6				2				24.4	24.4
LEWIS AND CLARK CC		III	3	3	2	2	24.3	22.3	19.8	17.0	19.9	3	3	2	2	28.4	26.0	23.3	20.1	23.3
LEWIS UNIVERSITY		IIB	3	3	2	2	23.3	20.1	17.9	15.7	19.1	3	3	2	2	27.7	23.9	21.5	18.9	22.8
LINCOLN CHRISTIAN COLLEGE		IIA	5		5		17.5	----	15.4		16.7	5		5		19.1	----	16.9		18.2
LINCOLN COLLEGE		III		5		4		19.4	----	15.4	17.6		4		4		24.3	----	17.9	21.6
LINCOLN LAND CMTY COLLEGE		IV				1				25.0	25.0				1				29.0	29.0
LOYOLA U OF CHICAGO	14	I	3	3	2	1	34.0	27.0	22.4	19.9	26.4	4	3	3	1	38.8	31.2	26.0	23.1	30.4
LUTH SCH THEOLOGY CHICAGO		IIA	3				27.6	----			27.0	3				35.2	----			34.1
MCCORMICK THEOL SEMINARY		IIA	4			1	27.3			18.8	22.5	3			1	35.5			22.8	28.3
MCHENRY COUNTY COLLEGE		IV				2				22.7	22.7				2				26.9	26.9
MCKENDREE COLLEGE		IIB	4	4	2	2	22.8	18.3	18.0	16.4	18.7	4	4	3	2	26.8	21.4	20.4	18.6	21.6
MACMURRAY COLLEGE		IIB	3	3	3	2	24.3	19.5	17.2	16.1	19.4	3	4	3	2	28.3	22.7	19.5	18.1	22.3
MALLINCKRODT COLLEGE		IV				5				10.2	10.2				5				10.6	10.6
MEADVL-LOMBARD THEOL SCH		IIA					----	----			----					----	----			----
MILLIKIN UNIVERSITY		IIB	1	2	2	2	28.8	22.5	18.8	15.6	21.1	2	2	2	3	32.9	25.7	21.3	17.7	23.9
MONMOUTH COLLEGE		IIB	2	2	2		25.9	22.1	18.0	----	22.2	3	2	3		29.8	25.7	20.8	----	25.6
MORAINE VLY CMTY COLLEGE		III	2	3	4	3	26.6	22.2	18.4	15.8	21.9	2	3	3	3	31.3	26.4	22.1	19.0	26.0
MORRISON INST OF TECHN		IV								----	----								----	----
MORTON COLLEGE		IV				1				24.5	24.5				2				28.4	28.4
MUNDELEIN COLLEGE		IIA	4	5	5	4	25.6	20.5	16.1	14.9	19.2	4	5	5	4	29.1	23.6	18.6	17.2	22.0
NATL COLLEGE CHIROPRACTIC		IIA	4	3	3	3	27.0	24.6	19.8	16.1	20.8	4	3	4	4	29.7	27.1	22.0	18.0	23.0
NORTH CENTRAL COLLEGE		IIB	2	2	2	2	27.3	22.9	18.8	16.2	21.5	2	2	2	2	31.8	26.5	21.2	18.1	24.6
NORTH PARK C & THEOL SEM		IIB	3	3	3	2	24.7	20.8	17.4	15.6	20.0	2	2	3	3	30.2	25.1	20.2	17.4	23.8
NTHESTN ILL UNIVERSITY	1	IIA	4	4	3	1	27.0	22.6	19.8	18.6	23.5	4	4	3	2	31.4	26.4	23.3	21.9	27.5
NORTHERN BAPT THEOL SEM		IIA					----	----			19.8					----	----			24.8
NORTHERN ILL UNIVERSITY		I	4	4	5	5	32.5	25.8	20.1	14.0	25.3	4	4	5	5	37.7	30.1	23.6	16.7	29.5
NORTHWESTERN UNIVERSITY		I	1	1	1	1*	41.6	28.7	23.4	23.0	33.6	1	2	3	1*	48.9	34.1	25.3	25.2	38.9
OLIVET NAZARENE COLLEGE		IIA	5	5	5	4	21.9	19.4	16.4	15.0	18.0	5	5	5	3	26.6	23.6	20.1	18.6	21.9
PARKLAND COLLEGE		IV				2				22.6	22.6				2				26.5	26.5
PRINCIPIA COLLEGE		IIB	2	2	3	3	28.0	22.9	17.6	14.5	21.0	2	2	3	4	32.1	26.4	20.1	16.1	24.1
QUINCY COLLEGE	15	IIB	3	3	2	3	23.1	20.9	17.8	15.1	20.1	4	3	3	3	26.3	23.8	20.2	17.0	22.9
REND LAKE COLLEGE		IV				2				20.3	20.3				3				23.5	23.5
RICHLAND CMTY COLLEGE		III		3	2	2	----	21.9	20.7	17.0	21.2		3	2	2	----	26.1	24.7	20.4	25.2
ROCK VALLEY COLLEGE		IV				2				22.5	22.5				2				27.0	27.0
ROCKFORD COLLEGE		IIB	3	3	3		25.3	20.7	17.7	----	21.1	3	3	3		28.8	23.7	20.9	----	24.3
ROOSEVELT UNIVERSITY		IIA	4	4	4	4	26.3	21.8	18.7	15.4	22.1	3	3	3	4	32.5	27.2	23.0	17.5	27.3
ROSARY COLLEGE		IIA		4	5		----	22.5	17.6		20.1		4	5		----	26.0	20.4		23.3
SAINT XAVIER COLLEGE		IIA	4	5	5	5	26.6	20.8	17.4	13.6	19.1	4	5	4	5	31.2	24.5	20.7	16.4	22.6
SANGAMON STATE UNIVERSITY		IIA	3	2	2		30.0	25.9	21.6	----	25.0	3	2	2		34.6	29.9	25.1	----	29.0
SAUK VALLEY COLLEGE	4	III	4	2	3	4	23.9	23.3	19.7	15.0	20.7	3	3	2	3	28.4	27.6	23.7	18.2	24.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	97.	72.	13.		8.2	8.8	10.5	-----	149	103	54	1	8	17	14	2	29.8	24.1	19.8		31.3	22.2	19.6	
6.	50.	75.	80.	50.					6	3	4	1	2	1	1	1	23.2	----	----					
18.	ALL	92.	28.		10.2	11.5	12.6	14.1	28	19	38	7	2	5	12	7	30.9	----	20.1	16.2		----	19.6	16.6
16.	33.				9.8	12.8	14.8	-----	5	18	8	4	2	7	12	2	----	21.7	19.8	----	----	18.7	17.9	----
13.	ALL	80.	15.				4.3	2.0	5	1	4	2	4	4	9	4	----	----	----	----	----	----	----	----
12.				86.				11.5				91				31				27.5				26.1
24.	ALL								8	1				2			24.9							
15.		89.	43.			9.4	9.9	9.7		6	6	3		3	1	4		----	19.8	----		----		----
14.	ALL	96.	48.		8.0	9.5	9.7	9.2	22	25	17	9	5	22	12	22	----	25.6	20.4	17.5	----	23.9	20.8	16.3
17.				46.				10.1				30				9				18.7				17.2
14.	96.	78.	30.	6.	10.4	10.8	10.6	9.3	72	75	[illegible]	6	8	13	29	10	31.2	25.6	21.8	16.8	27.8	23.3	19.4	14.9
16.				72.								31				23				19.9				20.1
1.	83.	ALL	33.						6	4	2	1			4		29.0	----					----	
								19.4																
16.	96.	62.	22.	65.	7.4	8.0	8.8	9.1	74	46	33	9	24	32	36	17	27.2	23.2	18.9	14.2	26.6	22.2	18.5	16.8
					9.9	-----																		
18.	ALL	91.	80.	38.	9.1	9.1	9.1	9.1	9	6	13	12		5	7	9	29.9	----	22.5	19.6		----	22.7	18.5
18.	ALL	96.	ALL	42.	9.1	9.1	9.1	9.1	24	35	28	7	6	17	12	5	31.2	28.7	27.4	----	30.2	28.3	25.5	----
18.	ALL	ALL	99.	91.	9.1	9.1	9.1	9.1	13	29	53	58	6	28	46	31	31.5	29.0	26.3	21.9	32.3	29.2	25.6	22.0
18.	ALL	98.		77.	9.1	9.1	9.1	9.1	29	33	41	8	5	27	21	14	----	29.8	26.7	21.1	----	27.9	26.6	21.3
19.	ALL	ALL	97	93.	-----	9.1	9.1	9.1	1	12	40	38	4	14	31	36	----	25.6	25.7	22.0	----	26.3	24.7	20.9
18.	ALL	ALL	ALL	65.	9.1	9.1	9.1	9.1	21	30	32	19	5	13	23	12	----	29.2	26.4	21.3	----	27.8	25.6	21.5
19.	ALL	96.	83.	39.	9.1	9.1	9.1	9.1	25	37	22	11	12	17	20	22	31.9	28.9	25.6	16.8	30.9	28.9	24.1	17.1
18.	ALL	ALL	96.	40.	9.1	9.1	9.1	9.1	50	49	36	7	16	13	10	8	32.5	29.8	27.2	19.6	33.6	28.7	25.7	16.3
17.				79.				9.8				138				56				28.6				25.3
12.				93.				8.6				110				67				26.0				24.3
17.	60.	38.	4.		-----	13.1	12.8	12.0	3	5	10	6	2	3	14	3	----	----	19.8	----		----	19.2	----
11.												34				7				24.3				23.8
25.	96.	86.	16.						20	22	11	2	3	6	8	1	----	21.0	18.1		----	20.0	16.3	
16.				89.								42				32				23.4				19.2
20.	98.	69.	12.	4.	10.7	11.3	12.4	10.6	80	123	84	11	1	35	41	15	----	28.4	23.1	18.2	----	26.4	21.4	17.9
17.	99.	82.	39.		7.4	8.2	9.7	10.4	168	100	92	15	19	19	40	33	28.1	22.3	19.4	16.8	27.6	21.8	18.8	15.1
19.				78.				8.1				53				37				24.6				21.4
18.	ALL	91.	35.		11.8	11.8	10.9	13.5	18	21	27	4	[illegible]	2	24	9	----	----	18.8	----	----	----	18.9	----
17.	ALL	23.	10.		7.3	-----	4.3	-----	4	4	7	1	3	4	3	1	----	----	----		----	----	----	
15.	ALL	33.			7.6	-----	-----		19	2			2	1	3		----	----			----	----	----	
19.	ALL	35.	27.		9.5	10.0	9.3	-----	11	8	13	2		9	13	2	----	19.6	17.8		----	19.6	17.9	
16.				60.				8.2				108				52				24.6				21.0
16.								10.4				34				13				22.7				19.2
12.	95.	63.			11.6	11.7	12.2	-----	14	15	18	1	6	9	5	1	25.1	20.0	----	----	25.2	19.1	----	----
18.	97.	99.	79.	29.					33	46	38	17	5	21	18	21	----	26.1	22.2	18.2	----	25.7	21.8	17.6
12.	ALL	71.	20.		9.9	10.0	-----	-----	12	15	4	2	2	2	1	5	----	----	----	----	----	----	----	----
17.	ALL	ALL	20.		-----	-----	11.5	14.9	2	5	15	2			5	2		----	----				----	
15.									3	9	9	1			3		----	28.7	----				----	
17.				13.				-----				2				4				----				----
16.				68.				9.4				[illegible]				13				15.9				15.4
16.				73.				5.3				30				12				19.1				16.1
18.				75.				10.7				37				11				20.8				17.3
18.	98.	88.			10.2	11.6	12.6	9.0	80	67	57	15	1	6	15	5	----	29.4	22.4	----	----	27.5	22.0	----
17.	95.	80.	28.		9.2	8.5	7.7	8.6	232	166	183	34	34	47	92	39	31.2	24.9	20.7	18.0	30.6	24.0	19.7	16.5
24.				69.								67				24				24.1				21.4
22.	93.	87.	28.		9.8	11.1	7.9	11.0	24	30	21	5	3	8	22	10	27.9	22.5	17.9	----		21.1	18.1	----
26.				85.								31				21				22.4				20.2
17.	86.	ALL							20	15	2	3	1	1	2	2	51.0	40.4		----				
22.												8				13				17.4				13.4
20.				72.								122				39				25.9				26.6
23.	ALL	57.			-----	15.2	10.6		4	6	8		1	1	3		----	19.3	----				----	
16.				70.								34				23				20.8				18.2
10.					-----	-----	14.3	-----	1	2	3	1			11	1			----				----	
26.											12	3			5	3			----	----			----	----
15.								11.1				45				28				18.8				18.9
25.	ALL	ALL			12.2	12.8	14.1	-----	27	21	15	1		1	8		30.0	----	18.4	----		----	17.2	
26.	97.	89.			10.7	12.4	14.6	14.2	25	16	16	4	4	3	4	7	----	----	----	----	----	----	----	----
18.				88.								58				32				21.1				19.9
17.	ALL	94.	71.	39.	10.7	10.0	10.8	10.6	6	10	20	11	5	6	11	12	----	22.7	20.0	18.1	----	21.6	19.5	16.0
20.	95.	53.	17.	3.					21	22	13	16	1	8	10	13	23.3	20.2	18.1	15.6		19.8	17.7	15.8
9.	ALL	83.	33.						7	5	6	1		1			17.5	----	15.4					
23.		ALL	60.			17.0	-----	14.7		12	4	10		6	1	7		19.3	----	----		19.5		----
16.				73.				8.3				91				50				25.9				23.3
15.	98.	84.	27.	14.	9.9	10.3	10.4	10.7	117	147	125	21	9	47	86	16	34.2	27.2	23.1	20.8	31.8	26.6	21.4	18.7
26.	ALL	33.							11	3							27.6	----						
26.	94.				5.0	-----	-----	-----	16			17				4	27.3			----				----
19.				84.				9.8				43				18				23.4				21.1
16.	ALL	25.	29.		5.1	-----	8.9	6.4	7	5	4	4		3	3	5	22.8	----	----	----		----	----	----
15.	93.	62.	18.		8.1	8.5	9.0	8.8	13	11	11	4	2	2	6	4	24.3	19.5	16.6	----			18.2	----
4.																9								10.2
---	ALL	ALL			-----	-----			1	2							----	----						
14.	94.	83.	10.		10.6	10.0	11.6	11.7	17	25	27	9	1	4	12	7	----	----	18.9	15.7	----	----	18.7	15.4
15.	ALL	94.	33.		9.3	10.3	11.3	12.2	17	14	9	5		3		2	25.9	----	18.0	----		----		
19.	ALL	ALL	64.	33.					34	26	26	6	20	15	19	12	26.7	22.3	18.5	16.2	26.4	22.2	18.3	15.5
---												5								----				
16.				79.								39				24				25.1				23.5
15.	86.	96.	40.						4	7	4	2	10	17	26	5	----	21.0	----	----	----	20.3	----	----
11.	64.	36.			9.4	12.6	16.4	12.9	11	10	15	13		1	3	6	27.0	24.6	----	16.6			----	15.1
15.	ALL	92.	12.		9.6	10.2	11.4	-----	11	11	16	3	3	1	9	3	----	22.9	18.6	----	----		19.2	----
19.	ALL	85.	21.		10.6	11.9	12.2	10.9	17	22	4	4	1	5	15	9	----	----	----	----	----	----	----	----
17.	99.	88.	56.	10.	7.2	8.1	8.5	9.5	113	60	49	3	37	31	42	7	27.5	22.7	20.3	----	25.6	22.3	19.3	----
26.	60.	33.							5	3	1						----	----						
17.	97.	91.	26.		8.0	8.0	9.5	4.7	305	241	148	61	41	57	91	60	32.7	26.0	20.1	13.3	31.6	25.1	20.2	14.7
16.	ALL	77.	4.	6.	10.5	11.6	12.9	14.4	374	151	150	12	19	28	55	6	41.7	28.9	23.7	24.6	40.3	27.5	22.5	19.8
22.	88.	63.	22.						17	16	21	6		3	28	1	21.9	----	16.4	15.0		----	16.5	
17.				80.								91				67				23.1				21.8
14.	ALL	27.			10.2	8.8	10.9	19.3	11	17	7	6	2	5	8	6	----	----	18.3	14.6	----	----	16.9	14.5
14.	ALL	92.	25.		9.1	10.3	11.2	-----	12	31	14	3		8	2	3	23.1	21.1	----	----		20.2	----	----
16.				60.								47				16				20.5				19.7
19.	ALL	74.	57.	33.					5	14	10	7	2	5	4	2	----	----	----	17.0		----	----	
20.				85.								88				31				23.5				19.6
15.	82.	83.	11.		7.8	10.3	10.2	-----	18	15	14	2	4	3	4	2	----	----	----	----	----	----	----	----
24.	85.	57.	17.						53	44	28	5	7	14	20	4	26.5	22.2	19.1	----	24.3	20.4	18.1	----
16.	ALL	ALL	48.						4	9	13		2	6	12	2	----	22.6	18.0		----	22.3	17.1	
18.	ALL	54.	3.		7.2	8.9	13.3	18.9	6	29	8	4	6	27	21	20	26.2	21.5	16.0	----	27.0	20.0	18.0	----
16.	75.	72.	6.		6.7	8.2	9.9	-----	33	58	39	2	3	10	23	1	----	25.8	22.1	----	----	26.0	20.8	----
20.	ALL	ALL	71.	45.	-----	9.0	9.2	9.1	8	17	11	3	1	4	6	8	23.9	----	----	----		----	----	----

A P P E N D I X 1

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
I L L I N O I S (CONTD)																				
SCH ART INSTITUTE CHICAGO		IIA	5	5	5		22.9	18.8	15.0		18.4	4	4	5		29.7	24.5	20.0		24.2
SEABURY-WESTERN THEOL SEM		IIA	5				16.5				16.5	5				22.3				22.3
SHAWNEE COLLEGE		IV				3				18.7	18.7				3				22.0	22.0
SOUTHEASTERN ILL COLLEGE		IV				4				17.6	17.6				4				20.1	20.1
STHN ILLINOIS U CARBONDL		I	4	4	5	3	32.4	25.2	20.2	16.8	24.3	4	4	5	3	37.6	29.4	23.7	19.8	28.4
STHN ILLINOIS U EDWARDSVL	1	IIA	3	2	2	2	29.5	24.8	20.9	16.8	25.1	3	3	2	3	34.3	29.0	24.5	19.9	29.3
SPERTUS COLLEGE JUDAICA		IIA	2				30.3				30.3	2				37.5				37.5
SPOON RIVER COLLEGE		IV				2				22.0	22.0				2				25.6	25.6
SPRINGFLD COLLEGE IN ILL	LFO	IV				5				14.0	14.0				5				15.7	15.7
STATE COMMUNITY COLLEGE		IV				4				17.4	17.4				4				20.5	20.5
THORNTON CMTY COLLEGE		IV				1				26.6	26.6				1				31.0	31.0
TRINITY CHRISTIAN COLLEGE		IIB						----	----	----	20.6						----	----	----	24.0
TRINITY COLLEGE		IIB		5	3		----	16.6	17.4	----	17.3		5	3		----	19.2	20.1	----	19.9
TRINITY EVANGELCL DIV SCH		IIA	4	3	3		26.6	24.3	20.1		24.4	4	4	4		29.4	26.9	21.9		26.9
TRITON COLLEGE		IV				1				24.9	24.9				1				29.6	29.6
UNIVERSITY OF CHICAGO		I	1	1	1	2	42.7	28.2	23.7	18.2	34.5	1	2	1	2	51.7	34.1	28.7	22.1	41.8
U OF ILL URBANA CAMPUS		I	2	2	1	1	38.6	27.1	23.2	19.5	31.6	2	3	2	1	44.7	31.7	27.2	23.0	36.7
U OF ILL CHICAGO CIRCLE		I	2	2	2	1	37.3	27.5	22.3	18.8	28.3	3	3	3	2	43.0	31.8	26.0	22.0	32.8
U OF ILL MEDL CTR CHGO		I	2	3	2	2	37.8	26.8	22.0	17.7	25.3	2	3	3	2	43.8	31.3	25.9	20.9	29.6
WAUBONSEE CMTY COLLEGE		IV				1				25.5	25.5				1				30.1	30.1
WESTERN ILL UNIVERSITY	1	IIA	3	3	3	5	28.2	23.7	20.3	13.5	23.3	3	3	3	5	32.8	27.7	23.8	16.1	27.2
WHEATON COLLEGE		IIB	2	2	2		26.2	22.4	18.1		22.6	2	2	2		31.2	26.5	21.3		26.7
WM RAINEY HARPER COLLEGE		III	1*	1	1	1	33.2	28.3	22.0	18.6	26.0	1	1	1	1	38.8	33.2	26.1	22.2	30.7
I N D I A N A																				
ANCILLA DOMINI COLLEGE	LFO	IV								----	----								----	----
ANDERSON COLLEGE		IIA	4	4	5	3	24.3	21.4	17.5	15.8	19.8	5	4	5	4	28.2	24.9	20.1	17.9	22.9
BALL STATE UNIVERSITY		I	5	5	5	5	30.6	24.3	19.1	13.3	24.5	5	5	5	5	35.9	28.8	22.9	16.2	29.0
BETHEL COLLEGE		IIB	4	4	4		21.1	18.6	16.1		18.5	4	4	4		24.3	21.2	18.8		21.3
BUTLER UNIVERSITY		IIA	4	4	4		27.2	21.8	17.7	----	22.5	4	4	5		31.8	25.2	19.9	----	25.9
CALUMET COLLEGE		IIB		4	5		----	18.3	14.6	----	17.7		3	4		----	23.8	18.1	----	22.6
CHRISTIAN THEOLOGICAL SEM		IIA	5				18.2				18.2	5				23.6				23.6
CLARK COLLEGE		IV				5				11.2	11.2				5				12.6	12.6
CONCORDIA THEOLOGICAL SEM		IIA	5	5	5		20.1	18.1	16.1		18.3	5	5	4		25.2	23.3	21.2		23.4
DEPAUW UNIVERSITY		IIB	1	1	2	1	30.0	24.3	19.2	17.2	24.4	1	1	2	1	36.8	29.7	22.8	20.3	29.6
EARLHAM COLLEGE		IIB	2	2	2		27.8	21.8	17.9		22.5	1	2	2		38.1	27.0	21.2		29.0
FORT WAYNE BIBLE COLLEGE		IIB		5			----	17.0	----	----	16.6		5			----	19.3	----	----	18.9
FRANKLIN COLLEGE INDIANA		IIB	4	4	3		20.9	[illegible]	17.5		18.6	4	4	3		24.6	21.5	20.2		21.7
GOSHEN BIBLICAL SEMINARY		IIA					----	----			17.0					----	----			20.6
GOSHEN COLLEGE	16	IIB	4	4	4		20.8	17.5	16.2		18.8	4	4	3		26.3	22.1	19.9		23.7
GRACE COLLEGE		IIA	5	5	5		21.9	18.1	16.2		18.9	5	5	5		24.5	20.3	18.6		21.3
HANOVER COLLEGE		IIB	1	2	3	3	30.7	23.0	17.6	14.2	22.1	1	2	2	3	36.9	27.6	21.2	17.1	26.5
HUNTINGTON COLLEGE		IIB		4	4	5	----	18.2	16.6	12.6	17.1		4	3	5	----	21.9	19.9	14.7	20.4
INDIANA CEN UNIVERSITY		IIA	4	4	4	4	24.6	20.9	17.8	15.5	19.8	4	4	4	4	29.5	24.8	20.7	17.7	23.3
INDIANA INST TECHNOLOGY		IIB																		
INDIANA STATE U MAIN CAM		I	5	5	5	5	29.1	23.5	19.1	14.5	24.0	5	5	5	5	35.2	28.6	23.0	16.8	29.0
INDIANA ST U EVANSVL CAM		IIB	1	1	1	2	28.9	23.3	19.7	15.8	22.6	1	1	1	2	35.0	28.8	23.7	18.7	27.4
INDIANA U BLOOMINGTON		I	3	4	4		34.7	25.9	21.0		28.6	3	2	2		42.8	32.3	26.4		35.5
INDIANA UNIVERSITY EAST		III			5				16.8		16.6			4				21.1		20.5
IND-PURDUE U FORT WAYNE	18	IIA	3	3	3	4	28.4	24.6	19.4	15.8	22.1	3	2	3	4	35.3	30.7	24.2	18.2	27.5
IND-PURDUE U INDIANAPOLIS		I	4	5	5	5	33.3	24.8	20.0	13.5	24.0	3	4	3	5	41.1	30.9	25.0	17.0	29.7
INDIANA U AT KOKOMO		IIB		2	1		----	22.7	20.0		22.3		1	1		----	28.3	25.0		27.7
INDIANA U NORTHWEST		IIA	1	2	3		34.3	26.3	19.6		24.6	1	1	2		42.3	32.8	24.5		30.7
INDIANA U AT SOUTH BEND		IIA	2	2	4		30.4	25.3	19.0		24.0	2	2	3		37.8	31.5	23.8		29.9
INDIANA U SOUTHEAST		IIA	3	4	5		28.8	22.6	17.5		22.0	2	3	4		35.9	28.4	22.0		27.4
IND VOC TECH C-SOUTHEAST	15	IV				5				13.8	13.8				5				17.1	17.1
IND VOC TECH C-NTHWST	15	IV				4				15.3	15.3				4				18.7	18.7
IND VOC TECH C-COLUMBUS	15	IV				5				14.5	14.5				4				17.9	17.9
IND VOC TECH C-EAST CEN	15	IV				5				14.4	14.4				5				17.4	17.4
IND VOC TECH C-SOUTHWEST	15	IV				5				14.3	14.3				5				17.7	17.7
IND VOC TECH C NTH CENT	15	IV				5				14.4	14.4				5				17.4	17.4
IND VOC TECH C NORTHEAST	15	IV				4				16.1	16.1				4				19.6	19.6
IND VOC TECH C-CEN IND	15	IV				4				16.3	16.3				4				20.6	20.6
IND VOC TECH C-KOKOMO	15	IV				4				15.4	15.4				4				18.6	18.6
IND VOC TECH C-LAFAYETTE	15	IV				5				13.6	13.6				5				16.4	16.4
IND VOC TECH C-WHITEWATER		IV				5				13.8	13.8				5				17.2	17.2
IND VOC TECH C-STHCEN		IV				5				13.8	13.8				5				16.5	16.5
IND VOC TECH-WABASH VLY		IV				5				15.1	15.1				4				18.8	18.8
MANCHESTER COLLEGE		IIB	3	3	4	3	25.4	20.7	16.4	14.8	19.7	3	3	4	3	29.5	24.3	18.6	16.6	22.7
MARIAN COLLEGE	LFO	IIB		4	4	4	----	18.1	15.7	14.2	16.6		4	4	4	----	21.0	18.2	15.9	19.1
MENNONITE BIBLICAL SEM		IIA					----		----		17.5					----		----		21.3
OAKLAND CITY COLLEGE		IIB	5		5	5	15.3	----	13.8	11.0	13.5	5		5	5	17.8	----	16.1	12.4	15.6
PURDUE U MAIN CAMPUS	18	I	2	2	2	5	38.0	27.7	22.1	15.3	29.3	2	1	2	5	46.6	34.4	27.1	17.2	36.0
PURDUE U CALUMET	18	IIA	2	3	3	5	31.1	24.7	20.3	14.1	22.9	2	2	2	5	38.4	30.6	25.0	15.7	28.2
PURDUE U NORTH CEN CAMPUS	18	IIA		2	3		----	[illegible]	19.7	----	22.2		2	2		----	30.8	24.4	----	27.4
ROSE-HULMAN INST OF TECHN		IIB	1	1*	1*		32.4	26.3	22.8		28.5	1	1*	1*		39.7	32.0	27.6		34.7
SAINT FRANCIS COLLEGE	LFO	IIA																		
SAINT JOSEPH'S COLLEGE	LFO	IIB	3	3	2		23.4	21.0	18.3		20.4	3	3	2		27.5	24.8	21.4		24.0
SAINT MARY-OF-THE-WOODS C	PNA	IIB																		
SAINT MARY'S COLLEGE		IIB	1	1	2		29.9	23.9	18.8	----	21.5	1	1	1		37.2	30.5	23.7	----	27.1
SAINT MEINRAD COLLEGE	LFO	IIB			2				18.8		18.8			2				22.9		22.9
SNT MEINRAD SCH THEOLOGY	LFO	IIA					----	----	----		20.5					----	----	----		25.7
TAYLOR UNIVERSITY		IIB	3	3	3		23.3	20.4	17.6	----	20.4	3	3	2		28.0	25.0	21.8	----	24.9
TRI-STATE UNIVERSITY		IIB	3	3	2		25.2	20.4	17.8		20.8	3	3	2		29.9	24.3	21.4		24.8
UNIVERSITY OF EVANSVILLE	4	IIA	4	3	3	4	27.3	23.1	19.7	15.2	22.1	4	4	3	4	31.8	27.0	22.6	17.2	25.6
UNIVERSITY OF NOTRE DAME		I	3	1	2	1*	36.2	28.2	22.1	21.4	29.4	2	2	2	1	44.7	33.8	26.0	24.0	35.6
VALPARAISO UNIVERSITY	19	IIA	4	4	4	5	27.4	22.4	19.0	14.4	22.2	4	4	4	5	31.4	25.8	21.6	16.1	25.4
VINCENNES UNIVERSITY		III	3	4	4	3	24.6	21.3	17.7	15.4	19.5	3	3	4	3	30.2	26.3	21.2	18.6	23.7
WABASH COLLEGE		IIB	1*	1*	1	1	35.1	26.7	20.7	18.2	26.5	1*	1*	1	1	43.2	32.9	24.7	21.3	32.3
I O W A																				
BRIAR CLIFF COLLEGE		IIB	3	2	2	2	23.4	21.5	18.9	16.0	19.4	4	3	2	2	26.2	24.4	21.7	17.9	22.1
BUENA VISTA COLLEGE		IIB	2	2	1	2	27.9	22.1	20.7	16.0	21.9	2	2	1	2	32.7	25.7	24.1	18.1	25.4
CENTRAL U OF IOWA		IIB	2	2	2	2	25.7	22.0	18.5	16.0	21.0	2	2	2	3	30.5	25.9	21.2	17.6	24.4
CLARKE COLLEGE		IIA		4	5	4	----	20.9	16.1	15.0	17.2		5	5	5	----	23.7	17.9	16.7	19.2
COE COLLEGE		IIB	1	2	2	2	29.0	22.9	18.5	15.5	22.3	2	2	2	2	33.8	26.9	21.8	18.3	26.1
CORNELL COLLEGE		IIB	2	2	2		27.9	21.6	18.0		24.1	2	3	3		32.3	25.0	20.6		27.9
DES MOINES AREA CC		IV				3				19.1	19.1				3				22.6	22.6
DIVINE WORD COLLEGE		IIB							----		----							----		----
DORDT COLLEGE		IIB	3	2	1	1	24.3	22.1	19.5	17.7	21.9	3	2	1	1*	29.7	27.2	24.0	21.9	26.9
DRAKE UNIVERSITY		IIA	3	4	4	3	28.3	22.7	18.4	16.1	24.1	3	4	4	4	33.2	26.6	21.4	18.0	28.1
CLINTON COMMUNITY COLLEGE		IV				3				18.0	18.0				3				21.5	21.5
MUSCATINE CMTY COLLEGE		IV				4				17.5	17.5				3				20.9	20.9
SCOTT COMMUNITY COLLEGE		IV				3				18 3	18.3				3				21.8	21.8
ELLSWORTH CMTY COLLEGE		IV				3				20.0	20.0				2				24.2	24.2
FAITH BAPT BIBLE COLLEGE		IIB	5				18.7	----	----		17.3	5				21.2	----	----		19.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
31.	ALL	ALL			9.4	8.6	7.1		8	29	9		3	9	9		----	18.7	14.9		----	19.0	15.0	
36.	83.	58.			10.8	-----			6	2							16.5							
17.												13				15				21.4				16.4
14.				48.								44				14				18.0				16.2
17.	94.	83.	25.	19.	7.3	8.2	8.9	11.1	263	[illegible]	310	62	16	27	112	40	32.5	25.4	20.6	17.7	30.6	23.0	19.2	15.2
17.	99.	91.	54.	34.	7.9	8.6	8.5	7.9	193	[illegible]	66	16	19	25	37	28	29.5	25.1	21.6	18.4	28.8	23.0	19.6	15.8
24.	ALL				3.4		-----		9		1				1		30.3							
17.				84.				9.8				26				12				22.7				20.4
12.								10.5				6				11				13.8				14.1
18.												26				28				18.5				16.5
17.				94.				4.7				70				51				28.0				24.8
16.	75.	75.			-----	11.0	11.0	11.0	3	6	5	5	1	2	1	1		----	----	----				
15.	25.	33.			-----	5.4	5.6	-----	4	9	10	3		3	3		----	----	----	----		----	----	
10.	64.								14	6	7	1					26.6	24.3	20.1					
19.				89.				9.7				144				63				26.0				22.4
21.	ALL	73.							405	143	117	38	14	32	30	6	42.9	28.3	24.1	18.8	36.3	27.6	22.3	14.5
16.	99.	98.	9.	44.					970	507	377	5	49	82	109	4	38.8	27.4	23.9	----	34.7	25.5	20.7	----
16.	99.	98.	22.	88.					239	246	172	8	32	52	69	8	37.5	27.4	22.5	18.7	35.7	27.8	21.7	18.9
17.	98.	94.	8.	4.					56	64	59	8	7	43	100	47	38.4	27.6	23.4	18.5	32.5	25.6	21.3	17.5
18.				82.								43				30				26.2				24.4
17.	ALL	84.	40.		7.1	7.9	8.7	9.1	188	156	110	27	25	38	44	32	28.4	23.9	20.3	13.5	27.0	22.7	20.1	13.5
18.	92.	53.			10.1	11.4	11.9		39	50	22			9	5	17	26.4	----	18.6		25.8	----	17.6	
18.	ALL	99.	98.	49.	8.5	12.4	10.1	14.0	30	53	25	15	7	25	23	20	34.5	28.3	21.8	18.5	27.7	28.1	22.3	18.7
---				25.								3								----				
15.	96.	73.	17.						21	22	14	14	3	4	10	7	----	----	17.9	16.2	----	----	17.0	15.1
18.	98.	80.	45.	14.	5.6	7.6	7.7	7.4	304	157	129	24	58	46	92	62	30.6	24.4	19.4	13.6	30.6	24.2	18.7	13.2
15.	ALL	14.	29.		10.0	-----	11.5	-----	5	7	8		2		3	1	----	18.6	----		----		----	
15.	ALL	94.	49.	13.	9.0	9.0	9.0	9.0	45	43	24	3	8	11	13	5	27.3	22.2	17.9		26.0	20.1	17.3	----
28.	ALL	ALL	17.						4	8	5	2		4	2	2	----	----	----	----		----	----	----
30.	ALL	ALL							9	1			1		1		18.2							
13.												2				6				-- -				----
28.	ALL	90.	17.						8	10	6						20.1	18.1	16.1					
21.	ALL	95.	20.	8.	13.5	15.4	13.4	13.4	51	28	25	10	2	9	16	2	----	24.5	19.6	----	----	23.9	18.5	----
29.	93.	81.	10.		11.1	13.9	13.3		28	15	14		4	2	17		----	----	17.9		----	----	17.9	
13.	ALL	78.			-----	9.4	-----	-----	5	7	4	2		3	4		----	----	----	----		----	----	
17.	92.	ALL	4.						9	8	16		4	2	7		----	----	17.5		----	----	17.6	
21.	ALL								5	4							----	----						
26.	ALL	55.	13.		10.5	10.2	11.1	-----	28	11	8		8	11	7		20.8	18.1	16.7		20.6	16.9	15.6	
13.					14.6	17.2	15.3	-----	11	9	8	1		5	1	2	21.9	----	16.2			----		
20.	ALL	83.	6.		12.2	11.9	12.9	-----	16	24	13	9	2		5	3	----	23.0	----	----	----		----	----
19.	ALL	82.	18.		-----	8.0	8.8	-----	4	11	8	5			3	4	----	18.2	----	----			----	----
18.	ALL	62.	17.		9.2	8.9	9.5	9.4	14	18	14	4	4	8	16	9	----	21.3	17.6	----	----	20.0	18.1	----
					-----	10.8	10.3	-----																
21.	97.	88.	48.	12.	5.9	6.4	6.8	6.5	242	126	100	22	33	37	75	30	29.3	23.8	19.5	14.5	28.0	22.7	18.6	14.5
21.	96.	90.	40.		8.9	9.2	9.8	8.9	20	26	20	9	4	4	5	8	----	----	----	18.1	----	----	----	13.9
24.	97.	89.	6.	67.	6.6	8.8	9.1	-----	537	281	172	2	37	64	80	1	34.9	26.1	21.7		32.1	25.1	19.7	
24.	ALL	67.	8.		-----	-----	8.9		2	1	7			2	6				17.4				16.2	
24.	87.	93.	27.		7.2	7.2	7.2	-----	34	76	81	4	4	18	41	11	----	25.0	20.1	----	----	23.1	18.2	----
24.	95.	75.	20.	11.	7.9	8.0	8.4	9.2	119	142	110	5	15	64	101	13	33.7	25.5	21.0	----	29.4	23.2	18.9	----
24.	ALL	83.	17.		9.7	9.6	12.3		6	18	7		1	6	5		----	22.7	----			22.8	----	
25.	ALL	24.	3.		9.2	9.2	10.0	-----	12	44	20		1	11	16	1	34.3	26.5	19.3			25.4	19.9	
25.	96.	92.			10.3	8.9	9.7	-----	24	56	23	1	1	8	16	4	30.4	25.6	19.3			23.1	18.4	
25.	96.	73.			11.5	10.3	11.3		19	21	15		5	9	13		----	22.8	17.8		----	22.3	17.2	
25.												8				6				13.6				14.0
22.												27				14				15.7				14.6
24.												12				21				14.9				14.3
21.												19				6				14.5				13.8
24.												12				4				----				----
21.												24				19				15.1				13.6
22.												19				6				15.9				16.5
26.												36				35				16.8				15.8
21.												15				7				15.3				15.6
21.												11				15				14.3				13.1
25.												5				9				----				----
20.												12				17				14.2				13.5
25.												18				17				15.1				15.1
16.	ALL	80.	8.		11.6	11.7	12.9	12.7	20	21	14	6		4	10	6	25.4	----	16.9	14.9		----	15.7	14.7
15.	ALL	73.	18.		-----	14.5	12.0	13.2	2	10	8	4	4	2	3	8	----	----	----	----	----	----	----	----
22.	ALL								5		1						----		----					
16.	83.	25.	10.						3	3	8	5	3	4	4	5	----	----	----	----	----	----	----	----
23.	99.	91.	12.	2.	6.8	7.0	7.2	7.6	516	345	295	44	19	51	102	39	38.1	28.0	22.6	16.4	34.2	25.6	20.8	14.0
23.	ALL	95.	35.	4.	7.4	7.2	7.1	7.0	25	68	35	9	4	24	28	17	----	25.3	21.4	17.5	----	22.8	18.8	12.3
24.	ALL	ALL	45.			7.3	7.3	-----	5	17	10			4	10	4	----	----	21.3			----	18.2	----
22.	91.	58.			9.7	10.6	12.8		35	24	15			2	1		32.4	26.3	22.8					
					-----	9.8	9.9	10.6																
18.	ALL	ALL	21.		9.9	9.5	11.8		8	10	10	2		1	4	1	23.4	21.0	----				----	
26.	83.	67.	15.	25.	11.0	11.8	11.3	-----	10	15	36		8	9	32	4	31.8	24.2	18.7		27.7	23.5	18.8	----
22.										1	9								18.8					
25.					-----	-----	-----		1	4	2				2		----	----	----				----	
22.	96.	82.	14.		8.6	10.4	10.4	-----	23	22	16	3	3	6	5		----	20.4	----	----	----	20.8	----	
19.	94.	74.	21.						17	27	21	2		4	3	2	25.2	----	----			----	----	
16.	94.	86.	28.	6.	10.1	10.4	11.6	14.0	44	38	44	5	5	13	41	11	----	23.3	20.8	----	----	22.3	18.6	----
21.	98.	92.	8.		10.9	13.1	15.5	15.2	176	153	92	14	4	6	28	4	----	28.2	22.8	----	----	28.1	19.9	----
14.	94.	88.	21.	6.	10.1	10.6	10.9	10.5	67	56	48	8	5	13	30	10	----	22.7	19.2	15.3	----	21.2	18.6	13.7
22.	ALL	87.	17.	14.	9.3	11.2	11.2	10.7	33	38	58	27	15	17	36	17	24.8	21.7	18.2	17.3	24.1	20.4	16.8	12.4
22.	ALL	ALL	8.		25.6	21.2	28.3	-----	22	15	21	5			3	1	35.1	26.7	----	----			----	----
14.	ALL	91.			9.0	9.0	9.0	9.0	5	8	19	6	3	3	13	5	----	----	18.6	----	----	----	19.4	----
16.	92.	79.	13.		9.5	10.0	9.6	-----	11	16	13	4	2	3	4	4	----	----	----	----	----	----	----	----
16.	ALL	93.	33.		9.9	10.8	10.3	12.5	14	23	10	4	1	5	11	5	----	----	18.8	----	----	----	18.1	----
11.	83.	38.	14.		13.4	13.7	10.0	11.3		4	7	3	5	4	15	11		----	16.6	----	----	----	15.9	----
17.	95.	ALL	8.		11.4	13.6	14.3	-----	21	18	19	5	1	1	7	3	29.0	22.9	18.8	----			17.4	----
16.	ALL	90.	9.		12.5	13.6	14.4	-----	29	16	6	1	4	4	5	1	----	----	----		----	----	----	
18.								8.0				120				102				20.4				17.7
---						-----	-----	-----	1	1	4	1				1			----					
23.	50.	17.			4.5	9.3	6.9	6.4	24	17	6	10	4	2	4		----	----	----	17.7	----	----	----	
17.	96.	75.	13.	6.	6.8	6.5	8.1	8.5	122	55	30	11	3	12	26	5	----	22.9	19.5	----	----	21.9	17.5	----
19.								7.3				18				9				18.2				17.6
20.								7.3				19				10				18.0				16.5
19.								7.3				40				21				18.9				17.3
21.								7.0				42				9				20.3				18.6
15.									6	5	5	1			2		18.7	----	----					

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
IOWA (CONTD)																				
GRACELAND COLLEGE		IIB	4	4	4		20.8	18.4	15.9	----	18.3	4	4	4		24.1	21.9	19.2	----	21.7
GRAND VIEW COLLEGE		IIB	4	4	3		23.0	19.1	17.1	----	19.0	3	3	3		27.4	22.9	20.0	----	22.5
GRINNELL COLLEGE		IIB	1	1	2	1*	32.7	23.7	19.3	18.4	25.0	1	1	1	1*	40.4	29.2	23.5	22.2	30.7
HAWKEYE INST TECHNOLOGY		IV				3				18.3	18.3				3				21.8	21.8
INDIAN HILLS CC		IV				4				16.8	16.8				4				19.4	19.4
IOWA CENTRAL CC		III		4	1	1	----	20.9	21.4	18.7	19.7		4	2	2	----	23.8	24.7	21.4	22.5
IOWA LAKES COMM COLLEGE		IV				3				20.0	20.0				2				23.6	23.6
IOWA STATE U SCI & TECHN		I	4	4	4	5	33.4	25.7	20.7	15.4	26.0	3	3	3	4	40.3	31.2	25.3	18.8	31.5
IOWA WESLEYAN COLLEGE		IIB	5	5	4		18.9	16.6	15.6	----	16.5	5	5	4		21.9	19.5	18.1	----	19.4
IOWA WESTERN CMTY COLLEGE		III	4	4	4	4	24.2	20.4	17.3	16.2	17.2	3	4	4	4	28.9	24.3	20.8	17.1	20.7
KIRKWOOD CMTY COLLEGE	20	IV				3				18.1	18.1				3				21.3	21.3
LUTHER COLLEGE		IIB	2	3	2	2	25.9	20.9	17.9	16.1	20.8	2	2	2	2	33.0	25.7	21.4	18.5	25.5
MARSHALLTWN CMTY COLLEGE		IV				3				20.0	20.0				2				24.4	24.4
MARYCREST COLLEGE		IIB		4	3			17.6	16.7		17.1		5	4			20.3	19.1		19.6
MORNINGSIDE COLLEGE		IIA	5	5	5	4	23.1	19.3	16.9	14.8	18.5	5	5	5	5	28.2	23.2	19.6	16.5	21.9
MOUNT MERCY COLLEGE		IIB		4	2	2		19.2	18.0	15.9	17.6		4	3	2		21.6	20.4	18.1	20.0
MOUNT SAINT CLARE COLLEGE	LFO	IV				4				16.0	16.0				5				17.7	17.7
N IOWA AREA CMTY COLLEGE		IV				2				21.6	21.6				2				25.7	25.7
NTHEST IA TECH INSTITUTE		IV				4				16.5	16.5				4				20.2	20.2
NTHWST IOWA TECH C		IV				4				17.4	17.4				3				21.0	21.0
NORTHWESTERN COLLEGE		IIB	3	2	2		23.8	22.8	18.4	----	20.4	3	2	2		27.7	26.5	21.6	----	23.9
OPEN BIBLE COLLEGE		IV								----	----								----	----
PALMER C OF CHIROPRACTIC		IIA	5	4	4	4	20.0	21.2	18.0	15.3	18.6	5	4	4	4	23.9	24.8	21.2	17.8	21.9
SAINT AMBROSE COLLEGE	LFO	IIB	3	2	1		24.9	23.0	20.5	----	21.6	3	2	1		28.7	26.5	23.3	----	24.8
SIMPSON COLLEGE		IIB	3	3	2	2	23.7	20.4	17.9	16.1	19.6	3	3	3	2	27.7	24.0	20.7	18.7	22.9
SOUTHEASTERN CMTY COLLEGE		IV				3				19.6	19.6				2				23.7	23.7
UNIVERSITY OF DUBUQUE		IIA	5	5	4		23.0	20.3	18.0	----	20.0	5	5	5		26.7	23.2	20.5	----	22.9
UNIVERSITY OF IOWA		I	3	2	2	1	36.2	27.2	22.4	19.1	29.6	2	2	1	1	43.5	33.2	27.5	23.6	35.9
U OF NORTHERN IOWA		IIA	3	3	2	3	29.4	24.6	20.7	16.6	23.6	3	2	2	3	35.5	29.9	25.8	19.4	28.4
UNIV OF OSTEO MED HLTH SCI		IIA	1*	1*	1*		40.3	34.6	31.4		36.7	1*	1*	1*		55.6	39.9	36.4		42.1
UPPER IOWA UNIVERSITY		IIB			5			----	12.3	----	12.5			5			----	14.1	----	14.2
VENNARD COLLEGE		IIB						----			----						----			----
WALDORF COLLEGE		III	5			5	20.3	----	----	13.8	18.0	5			5	23.5	----	----	15.9	20.9
WARTBURG COLLEGE		IIB	3	3	2	3	23.2	20.5	18.4	14.2	19.9	3	3	2	3	28.3	24.9	22.2	17.1	24.2
WARTBURG THEOLOGICAL SEM		IIA	5				23.3	----	----		21.9	5				27.1	----	----		25.3
WESTERN IOWA TECH		IV				3				18.0	18.0				3				21.2	21.2
WESTMAR COLLEGE		IIB	4	4	4	2	21.4	17.8	15.7	15.4	17.7	4	4	4	3	24.8	20.7	18.2	17.6	20.5
WILLIAM PENN COLLEGE		IIB		5	4		----	16.3	16.3		16.7		5	3		----	19.7	19.6		20.1
KANSAS																				
BAKER UNIVERSITY		IIB	4	4	5	5	20.7	17.6	15.3	12.9	16.7	5	5	5	5	23.5	20.1	17.2	14.1	18.8
BARTON CO CMTY COLLEGE		IV				3				17.8	17.8				4				20.2	20.2
BENEDICTINE COLLEGE		IIB																		
BETHANY COLLEGE		IIB	4	4	4	4	22.0	18.5	16.1	13.7	17.7	4	4	4	4	26.2	22.3	19.2	15.8	21.1
BETHEL COLLEGE		IIB	5	4	5		19.9	17.9	15.0		17.4	4	4	4		24.4	22.1	18.1		21.2
BUTLER CO CMTY COLLEGE		IV				3				19.5	19.5				3				22.3	22.3
CENTRAL BAPTIST THEOL SEM		IIA					----				----					----				----
CENTRAL COLLEGE		IV				5				13.5	13.5				5				16.6	16.6
CLOUD CO CMTY COLLEGE		IV				3				19.6	19.6				3				21.8	21.8
COFFEYVL CMTY COLLEGE		IV				4				16.9	16.9				4				20.0	20.0
COLBY COMMUNITY COLLEGE		IV				4				16.8	16.8				4				19.8	19.8
COWLEY CO CMTY COLLEGE		IV				3				20.1	20.1				3				23.2	23.2
DODGE CTY CMTY COLLEGE		III	3	3	3	4	24.5	22.1	18.8	14.1	19.0	3	3	3	4	28.9	26.3	22.8	17.8	23.0
DONNELLY COLLEGE	LFO	IV				5				13.7	13.7				5				15.2	15.2
EMPORIA STATE UNIVERSITY		IIA	4	4	3		26.1	22.5	19.7	----	22.7	4	4	3		30.0	25.9	22.7	----	26.1
FORT HAYS ST UNIVERSITY		IIA	4	4	4	4	25.9	21.5	18.8	15.8	21.3	4	4	4	4	29.8	24.8	21.8	18.4	24.5
FT SCOTT CMTY COLLEGE		IV				4				16.7	16.7				4				19.4	19.4
FRIENDS BIBLE COLLEGE		IIB					----		----	----	14.1					----		----	----	15.8
FRIENDS UNIVERSITY		IIB	5	4	5		19.7	18.0	14.5	----	16.8	5	4	5		22.5	20.4	16.3	----	19.0
GARDEN CITY COMMUNITY C		IV				3				18.8	18.8				3				21.5	21.5
HASKELL INDIAN JR COLLEGE	21	IV				2				22.6	22.6				2				25.0	25.0
HESSTON COLLEGE		IV				5				14.6	14.6				5				17.6	17.6
HIGHLAND CMTY COLLEGE		IV				4				16.4	16.4				4				18.5	18.5
HUTCHINSN CMTY COLLEGE		IV				2				20.4	20.4				2				23.8	23.8
INDEPENDENCE COMMUNITY C		IV				3				19.7	19.7				3				21.7	21.7
JOHNSN CO CMTY COLLEGE		IV				2				23.4	23.4				2				25.9	25.9
KANSAS CITY KANS CMTY C		IV				3				19.5	19.5				3				21.9	21.9
KANSAS NEWMAN COLLEGE	PNA	IIB																		
KANSAS ST U AGR & APP SCI		I	5	5	5	4	31.8	24.6	19.9	15.9	25.2	5	5	5	4	36.8	28.6	23.2	18.7	29.2
KANSAS TECHNICAL INST	4	III			2		----	----	20.3	----	20.4			2		----	----	23.7	----	23.9
KANSAS WESLEYAN UNIV		IIB	4	5	4		20.6	16.8	15.6		17.0	4	5	5		24.0	19.7	17.6		19.6
LABETTE CMTY COLLEGE		IV				4				17.4	17.4				4				19.7	19.7
MCPHERSON COLLEGE		IIB	5		5		19.0	----	14.7		16.3	5		4		23.0	----	17.9		19.8
MANHATTAN CHRSTN COLLEGE		IIB	4				21.1	----			20.5	4				25.3	----			24.4
MARYMOUNT COLLEGE KANSAS		IIB		5	5	5		16.9	16.5	11.7	16.2		5	5	5		19.0	16.3	13.0	16.0
MID AMERICA NAZARENE COLL		IIB																		
NEOSHO CO CMTY COLLEGE		IV				3				19.1	19.1				3				21.7	21.7
OTTAWA UNIVERSITY		IIB	5	5	5		20.2	17.2	14.5	----	17.1	4	4	5		24.1	20.7	17.0	----	20.3
PITTSBURG ST UNIVERSITY		IIA	4	4	4	3	25.0	21.6	19.1	15.9	21.9	4	4	4	4	28.7	24.9	22.0	18.5	25.2
PRATT CMTY COLLEGE		IV				4				17.2	17.2				4				19.6	19.6
SAINT JOHN'S COLLEGE		III			5		----	----	13.3	----	13.4			5		----	----	15.5	----	15.6
SAINT MARY COLLEGE	PNA	IIB																		
SAINT MARY PLAINS COLLEGE	LFO	IIB		5	5			16.6	15.4	----	15.4		5	4			19.6	18.2	----	18.3
SEWARD CO CMTY COLLEGE	4	IV				3				17.9	17.9				4				19.8	19.8
SOUTHWESTERN COLLEGE		IIB		4	4		----	18.3	16.3	----	18.0		4	4		----	20.8	18.4	----	20.4
STERLING COLLEGE		IIB	5	4	5		19.6	17.7	14.4		16.8	5	4	4		23.6	21.4	18.0		20.5
TABOR COLLEGE		IIB	5		4	4	19.7	----	15.7	14.1	16.5	5		4	3	23.7	----	19.0	16.9	19.9
U OF KANSAS MAIN CAMPUS		I	4	5	4	4	33.3	24.2	20.5	15.9	27.7	4	5	5	4	38.4	28.2	23.6	18.5	31.9
WASHBURN U OF TOPEKA		IIA	2	3	3	3	30.5	24.6	19.4	16.3	23.6	3	3	4	4	35.1	28.2	22.2	18.1	27.0
WICHITA STATE UNIVERSITY		IIA	2	3	3	4	32.0	24.6	20.1	15.5	23.0	2	3	3	4	36.6	28.4	23.0	17.4	26.4
KENTUCKY																				
ALICE LLOYD COLLEGE		III				5			----	11.1	11.7				5			----	13.2	13.6
ASBURY COLLEGE		IIB	4	3	3	3	23.0	19.9	17.6	14.7	18.8	4	3	3	4	26.5	23.0	20.1	16.3	21.5
ASBURY THEOLOGICAL SEM		IIA	5	5			23.7	20.6	----		22.4	5	4			28.1	24.7	----		26.6
BELLARMINE COLLEGE		IIB	3	3	3		24.1	20.3	17.3	----	21.0	3	3	3		27.9	23.0	19.7	----	24.1
BEREA COLLEGE		IIB	2	2	2	2	27.1	21.7	18.2	16.2	21.8	2	2	3	2	31.7	25.3	20.9	18.5	25.4
BRESCIA COLLEGE		IIB		3	3	3		20.4	16.7	14.6	16.9		3	4	4		23.6	18.3	16.0	18.8
CAMPBELLSVILLE COLLEGE		IIB	4	5	5	5	20.4	17.0	14.2	12.3	15.5	5	5	5	5	23.7	20.1	16.7	14.6	18.3
CENTRE COLLEGE OF KY		IIB	3	3	3		24.9	20.6	16.9	----	20.4	2	2	3		32.1	25.4	19.5	----	25.1
DRAUGHON'S COLLEGE		IV				5				9.7	9.7				5				10.9	10.9
EASTERN KY UNIVERSITY		IIA	3	3	3	3	27.7	23.4	19.5	16.8	23.1	3	3	3	3	32.6	27.7	23.0	18.8	27.2
GEORGETOWN COLLEGE		IIA	4	5	5		24.4	20.5	17.2	----	19.9	5	5	5		28.3	23.7	20.0	----	23.1
KY CHRISTIAN COLLEGE		IIB	5	5			10.7	11.9			11.4	5	5			19.5	19.4			19.5
KENTUCKY STATE UNIVERSITY		IIA	4	4	4	4	27.4	21.7	19.0	15.5	20.4	3	4	3	3	32.7	25.9	22.8	18.8	24.5
KENTUCKY WESLEYAN COLLEGE		IIB	3	2	5		23.9	21.2	15.4		21.0	3	2	4		28.4	25.2	18.6		25.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	97.	94.	16.		9.1	10.6	10.5	10.7	23	13	11	4	6	5	14		20.5	----	15.9	----	21.9	----	15.8	
18.	ALL	68.	6.						12	15			3	4	17	4	23.0	----				----	17.1	----
23.	ALL	ALL			12.6	14.5	12.5	12.1	38	16	25	5		3	12	3	32.7	----	19.4	----		----	19.3	----
19.												73				34				19.0				16.9
16.												67				31				17.6				14.9
14.									4	6	14	23		2		16	----	20.9	21.4	19.1				18.2
18.								7.0				51				14				20.0				20.0
21.	99.	96.	29.	9.	10.2	10.3	11.8	16.4	414	287	229	61	31	48	100	78	33.5	25.9	21.2	15.7	31.8	24.0	19.5	15.1
18.	88.	85.	12.			.6	1.5	-----	6	8	12	2	4	5	5	4	----	----	----		----	----	----	----
20.					7.1	7.1	7.1	7.1	10	22	20	29	1	5	14	23	24.2	----	18.2	15.8		----	16.1	12.3
18.												128				56				18.4				17.2
23.	98.	94.	21.		12.1	13.0	12.2	12.1	38	26	22	9	3	7	12	16	----	20.8	18.1	16.6	----	21.6	17.7	15.8
22.												30				15				20.6				19.0
15.	ALL	73.	9.						1	9	9	1	1	6	13	1		17.8	15.8			17.4	17.3	
18.	92.	83.	7.		8.5	10.7	8.9	-----	11	21	23	4	2	2	4	6	----	----	----	----	----	----	----	----
13.	ALL	90.	41.							5	12	6	2	5	17	9		----	18.1	16.7		----	17.9	15.3
11.												5				6				----				----
19.								8.0				60				19				22.1				20.1
22.								7.8				39				31				16.9				16.0
21.								7.1				30								17.4				
17.	91.	ALL	21.		8.3	8.6	9.7	10.9	11	13	21	3			3	4	23.8	22.8	----				----	----
---												3				1				----				----
18.					8.9	8.5	9.3	10.0	9	19	39	8	3	3	6	5	----	----	18.0	----	----	----	17.9	----
15.	57.	81.	41.		-----	9.4	10.4	-----	5	19	25	3	4	4	4	4	----	----	----	----	----	----	----	----
17.	ALL	86.	20.		9.3	10.5	10.3	10.4	10	21	6	5	2		9	6	----	20.4	17.5	----	----		18.1	----
20.												58				22				19.8				19.1
15.	82.	63.	20.		10.1	9.6	11.3	-----	16	13	8	2	2	3	7	4	----	----	17.6	----	----	----	18.5	----
21.	99.	97.	5.		11.1	12.0	13.0	8.8	403	245	142	19	27	68	84	26	36.4	27.7	23.3	22.5	32.4	25.3	20.9	16.6
21.	ALL	93.	51.	2.	7.9	8.3	8.7	10.1	119	120	137	21	12	30	55	28	29.5	24.7	20.9	17.2	27.8	24.3	20.4	16.1
15.	67.	29.	13.	ALL	5.2	9.4	8.8	-----	11	13	10			8	6		48.3	38.0	33.8			29.2	27.2	
14.	ALL	80.	33.			-----	5.4	-----	2	4	11	3		1	4	4		----	----	----			----	----
---									1	3		1	1	1		1		----						
16.	ALL	80.	20.						7	5	4	3	1		1	3	----	----	----	----	----		----	----
21.	ALL	85.	17.		10.6	11.4	13.3	-----	22	12	22	1	2	1	7	6	23.2	20.5	18.8				17.1	14.2
15.	ALL	ALL							7	3	5				1		23.3	----	----					
18.												56				23				18.4				17.0
16.	ALL	67.	29.		7.2	-----	6.4	11.8	12	3	4	9		3	3	4	21.4	----	----	----		----	----	----
20.	ALL	93.	25.		-----	.7	3.1	-----	5	11	8	2		4	4	2	----	----	----			----	----	
13.	ALL	93.	14.		11.8	11.7	11.9	-----	12	13	19	3	2	2	9	4	----	----	15.7	----	----	----	14.6	----
13.				75.								37				24				19.0				16.0
					9.8	8.8	13.9	9.0																
19.	ALL	80.	20.		10.9	12.7	11.0	-----	10	14	12	4		1	3	3	22.0	18.5	----	----			----	----
22.	92.	63.	7.		8.7	11.8	9.4	-----	13	6	7	1		2	8	2	19.9	17.9	14.9				15.1	
14.				75.								37				26				21.8				16.3
---	ALL				-----	-----			4	2							----							
23.												10				5				----				----
11.				96.								16				11				20.2				18.8
18.				73.				10.1				17				6				17.6				15.0
18.								10.9				36				17				17.3				15.7
16.								11.4				29				10				20.3				19.5
21.	ALL	ALL	95.	54.					7	10	13	7	1	2	9	6	24.5	22.1	18.8	14.6			18.7	13.6
12.												4				4				----				----
15.	99.	96.	17.		7.6	8.3	8.9	-----	81	61	29	1	14	11	12	3	26.4	22.6	19.9	----	24.6	22.0	19.1	----
15.	94.	91.	26.		8.8	9.0	9.2	11.1	61	47	48	14	8	20	28	18	26.1	21.7	19.0	16.8	23.9	20.9	18.6	15.0
17.								8.8				26				11				16.6				16.9
12.					-----		-----	-----	2		5	4	2		1	2	----		----	----	----			----
13.	45.		29.						11	11	12	4		4	9	4	19.7	----	14.3	----		----	14.8	----
15.				81.								39				23				19.6				17.5
11.				ALL				5.1				38				13				22.7				22.2
20.								12.6				27				8				14.7				14.4
13.												16				7				16.8				15.6
17.				86.				9.4				65				32				21.4				18.3
11.												18				11				19.9				19.3
11.												83				55				24.0				22.4
12.								12.7				45				48				20.4				18.8
16.	93.	80.	32.	5.	7.0	7.9	7.9	7.4	316	222	189	41	14	37	48	45	31.9	24.8	20.1	15.4	29.9	24.0	19.0	16.3
17.					-----	-----	10.8	-----	4	3	17	3				1	----	----	20.3	----				
15.	ALL	77.			10.9	14.0	8.1	-----	6	8	11			5	4	1	20.6	----	----			----	----	
13.				79.								17				17				17.7				17.1
21.	ALL	60.	14.		10.9	-----	12.1		8	4	12	2	2	1	2		19.0	----	14.7					
19.	ALL	ALL			-----	-----	-----		7	5	1	1		1	1	1	21.1	----						
12.	ALL	15.			-----	5.7	6.7	5.9	1	10	7	6	2	6	7	7		16.6	15.0	11.8		17.2	14.1	11.5
					7.5	8.7	9.6	10.6																
14.								14.3				16				12				21.5				16.0
19.	92.	80.							12	9	6	2		1	6	3	20.2	17.2	14.3				14.7	----
15.	ALL	96.	31.						73	60	31	10	8	9	24	4	25.1	21.7	20.0	----	23.2	20.5	17.9	----
14.								11.5				19				7				17.2				17.1
16.	ALL	80.	9.						3	5	9				2	4	----	----	13.3					----
19.					-----	7.7	10.1	-----	4	8	5	5			4	1		16.6	----	----			----	
11.												20				12				18.6				16.7
13.	ALL	68.	9.		-----	15.8	14.4	14.0	5	19	8	3		3	3	2	----	----	----	----		----	----	
22.	71.	69.	15.		3.7	4.0	4.2		6	13	7	1	1	3	6		19.6	----	14.2			----	14.5	
21.	50.				-----	-----	9.3	-----	6	2	10	4		1	4	2	19.7	----	----	----		----	----	----
16.	ALL	91.	12.	17.	6.8	7.9	8.0	7.7	444	239	137	16	27	62	56	7	33.4	24.7	20.8	16.1	31.6	22.6	19.9	15.3
14.	94.	86.	45.		10.5	11.8	13.4	13.4	44	39	28	11	4	11	21	13	----	24.6	19.3	17.2	----	24.8	19.5	15.5
15.	98.	98.	34.	6.	7.4	7.2	8.4	8.4	99	115	129	13	4	20	74	34	----	25.0	20.4	16.3	----	22.5	19.5	15.1
16.									2	2	3	11	1	1		1			----	11.1				
14.	94.	71.	43.		7.0	9.2	10.4	9.0	15	19	22	4	1	2	8	7	23.0	19.9	17.7	----			17.3	----
19.	95.	33.							21	9	4						23.7	20.6	----					
14.	96.	71.	21.		10.7	12.4	15.0	-----	21	13	9	2	7	4	5	1	24.8	----	----	----	22.2	----	----	----
16.	ALL	94.	11.		9.5	9.7	11.2	12.7	28	26	17	4	3	10	11	6	----	21.5	18.5	----	----	22.4	17.6	----
11.	ALL	80.	40.	7.					1	8	13	5	2	4	7	9		----	16.7	----		----	16.7	----
18.	ALL	73.	47.		11.4	10.0	9.0	11.3	6	10	12	3	2	1	5	3	20.4	17.0	----	----			----	----
23.	ALL	86.			11.4	11.5	13.3	-----	16	19	19	1	3	2	4		----	----	----	----	----	----	----	
13.												4				3				----				----
18.	94.	71.	41.		8.9	9.6	11.7	11.5	160	132	86	13	36	45	105	32	27.8	23.8	20.5	16.1	27.3	23.0	18.8	15.9
16.	ALL	92.	69.	25.	11.0	10.2	10.6	-----	11	16	10	1		9	6	3	24.4	20.7	17.1	----		20.2	17.4	----
71.									6	5	1			3	1		10.7	----				----		
20.	78.	64.	34.	4.					15	21	23	10	5	12	12	13	----	21.9	19.7	16.8	----	21.2	17.7	14.8
19.	ALL	79.	27.		12.8	10.9	10.0	11.6	14	15	6	4		4	5	3	23.9	----	----			----	----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
KENTUCKY (CONTD)																				
LEES JUNIOR COLLEGE		III					----	----	----	----	14.9					----	----	----	----	16.7
LEXINGTON THEOL SEMINARY		IIA	5				20.2				20.2	5				23.8				23.8
LINDSEY WILSON COLLEGE		IV				5				13.5	13.5				5				15.2	15.2
LOUISVL PRESB THEOL SEM		IIA	2				30.3	----			30.0	2				36.9	----			36.2
MIDWAY COLLEGE		IV				4				15.4	15.4				5				17.4	17.4
MOREHEAD STATE UNIVERSITY		IIA	4	4	3	4	27.2	22.8	19.9	15.6	22.3	3	3	3	3	32.1	27.1	23.6	18.5	26.4
MURRAY STATE UNIVERSITY	22	IIA	4	3	3	2	27.0	23.6	19.7	17.1	22.6	3	3	3	2	32.4	28.4	23.8	20.7	27.2
NORTHERN KY UNIVERSITY		IIA	2	3	3	3	32.5	24.0	19.3	16.3	22.6	2	3	3	4	38.4	28.6	22.9	18.3	26.7
PIKEVILLE COLLEGE		IIB	5	4	4		19.6	19.0	15.4	----	17.4	5	4	5		21.8	20.9	16.8	----	19.2
SAINT CATHARINE COLLEGE	LFD	III								----	----								----	----
SPALDING COLLEGE	PNA	IIA																		
THOMAS MORE COLLEGE		IIB		5	5	5	----	15.4	11.2	11.8	13.1		5	5	5	----	17.9	12.8	13.1	15.1
TRANSYLVANIA UNIVERSITY		IIB	2	3	2		25.9	20.2	18.2	----	21.2	2	3	2		30.4	23.9	21.2	----	24.8
UNION COLLEGE	PNA	IIA																		
UNIVERSITY OF KENTUCKY		I	3	3	2	1	35.2	26.8	22.3	19.0	[illegible]	3	3	3	2	41.0	31.6	26.0	21.7	32.8
U OF KENTUCKY CC SYSTEM		III	4	4	4	4	23.3	20.1	17.0	15.0	18.4	4	4	4	4	27.6	23.8	20.2	17.1	21.7
UNIVERSITY OF LOUISVILLE		I	4	4	4	2	33.2	24.9	20.9	17.6	26.0	4	4	4	3	39.6	30.0	24.7	20.2	30.9
WATTERSON COLLEGE		IV				5				11.7	11.7				5				13.2	13.2
WESTERN KY UNIVERSITY		IIA	3	3	3	3	28.4	23.3	19.7	16.0	23.7	3	3	3	3	34.1	28.1	23.8	19.5	28.6
LOUISIANA																				
BOSSIER PARISH CC		IV				2				20.3	20.3				3				22.9	22.9
CENTENARY C OF LOUISIANA		IIB	3	2	3	2	24.2	22.0	17.3	15.9	20.2	3	2	3	2	28.3	25.9	19.9	18.4	23.5
DELGADO CMTY COLLEGE		III	3	2	2	2	26.0	23.3	20.1	17.5	20.5	4	4	4	4	26.9	24.1	20.6	17.9	21.1
DILLARD UNIVERSITY		IIB																		
GRAMBLING STATE U	1	IIA	3	4	3	3	29.2	22.4	19.5	15.9	22.0	3	4	4	4	32.4	24.8	21.5	17.4	24.3
LOUISIANA COLLEGE		IIB	4	3	3		22.4	19.7	16.7	----	19.1	3	3	3		27.5	24.3	20.3	----	23.4
LA STATE U AND A&M C	23	I	2	2	1	3	36.8	28.0	23.3	16.9	27.6	3	3	3	4	40.9	31.3	25.9	18.9	30.8
LA STATE U ALEXANDRIA		III	2	3	2	2	26.9	21.7	19.8	17.1	20.8	3	4	3	3	30.3	24.5	22.3	19.2	23.4
LA STATE U EUNICE		III			2	1	----	----	20.1	18.3	19.8			3	2	----	----	22.6	20.7	22.3
LA STATE U SHREVEPORT		IIB	2	1	1		27.7	25.4	21.0	----	[illegible]	2	1	1		31.1	28.6	23.6	----	26.4
LOUISIANA TECH UNIVERSITY		IIA	3	3	2	2	29.5	24.5	20.9	17.1	24.1	3	3	3	3	33.3	27.6	23.5	19.3	27.2
LOYOLA U IN NEW ORLEANS		IIA																		
MCNEESE STATE UNIVERSITY		I	5	5	4	3	27.2	24.7	20.9	17.5	22.8	5	5	5	4	30.2	27.5	23.3	19.6	25.5
NICHOLLS STATE UNIVERSITY		IIA	3	2	1	1	29.8	25.1	22.2	19.2	24.3	3	3	2	2	33.4	28.2	24.9	21.5	27.3
NORTHEAST LOUISIANA U		I	5	3	3	4	30.3	27.0	21.5	15.8	23.8	5	4	4	5	34.1	30.4	24.2	17.6	26.8
NTHWSTN ST U OF LA		I	5	5	5	4	25.6	22.3	19.5	16.5	22.0	5	5	5	4	28.8	25.1	21.8	18.6	24.7
NOTRE DAME SEM SCH THEO		IIA	5				8.8				8.8	5				9.8				9.8
OUR LADY OF HOLY CROSS C		IIB			5			----	14.4		15.0			5			----	16.1		16.9
SAINT BERNARD PARISH CC		IV								----	----								----	----
SAINT MARY'S DOMINICAN C		IIB	5	5	5		19.9	16.8	15.1	----	16.7	5	5	5		22.3	18.7	16.8	----	18.7
STHESTN LA UNIVERSITY	1	IIA	3	2	2	2	30.0	25.1	21.6	16.9	24.6	3	3	3	3	33.4	28.1	24.1	18.7	27.4
SOUTHERN U A&M C MAIN CAM		IIA	4	3	3	3	27.2	23.5	20.0	16.6	21.8	4	4	4	3	30.9	26.3	22.4	18.6	24.6
STHN U SHREVEPORT-BOSSIER		III		3	3	1		21.6	19.4	17.9	19.0		4	3	2		24.4	21.8	20.1	21.3
STHN U IN NEW ORLEANS	1	IIB	2	1	1	1	26.4	23.6	20.8	16.9	22.4	3	2	1	2	29.3	26.2	23.0	18.7	24.8
TULANE U OF LOUISIANA		I	4	4	5	5	32.5	25.8	19.5	13.7	25.3	4	3	5	5	39.4	31.5	22.7	15.7	30.3
UNIVERSITY OF NEW ORLEANS		IIA	1	2	2	3	33.0	26.0	20.9	16.2	24.6	2	3	3	4	36.3	28.7	23.1	17.8	27.1
U OF STHWSTN LOUISIANA		IIA	2	2	1	2	32.6	26.3	22.6	17.7	25.0	2	2	2	3	36.5	29.5	25.2	19.7	28.0
XAVIER UNIVERSITY OF LA		IIA	5	5	4	5	21.0	18.7	17.7	14.3	17.5	5	5	5	5	23.9	21.1	19.7	15.9	19.7
MAINE																				
ANDOVER COLLEGE		IV				5				13.0	13.0				5				14.6	14.6
BANGOR THEOLOGICAL SEM		IIA					----	----			33.0					----	----			45.8
BATES COLLEGE		IIB	1	1	2	1	30.8	24.5	19.1	17.5	22.9	1	1	2	1	36.9	28.8	22.3	19.6	26.8
BOWDOIN COLLEGE		IIB	1*	1	1		35.6	25.8	20.6	----	27.7	1*	1*	1		43.5	32.4	24.6	----	33.7
COLBY COLLEGE		IIB	1*	1*	1		35.5	26.3	19.7	----	26.4	1*	1*	2		43.6	31.7	22.5	----	31.6
COLLEGE OF THE ATLANTIC		IV				3				19.8	19.8				3				23.5	23.5
EASTERN ME VOC-TECH INST		IV				4				16.7	16.7				5				17.8	17.8
HUSSON COLLEGE		IIB	4	4	3		22.2	19.1	17.6	----	18.8	4	4	3		25.3	22.1	20.5	----	21.6
MAINE MARITIME ACADEMY		IIB		3	3		----	20.9	17.6		20.0		3	3		----	23.2	19.7		22.4
NASSON COLLEGE		IIB																		
NTHN ME VOC TECH INST		IV				4				16.7	16.7				4				17.9	17.9
PORTLAND SCHOOL OF ART		IV				4				16.8	16.8				4				19.5	19.5
UNIVERSITY OF NEW ENGLAND		IIB		3	4			19.7	16.4		17.6		4	4			22.6	18.8		20.2
SOUTHERN ME VOC TECH INST		IV				4				16.7	16.7				5				17.5	17.5
THOMAS COLLEGE		IIA		5	4			20.7	18.0	----	18.3		5	4			24.2	20.9	----	21.1
UNITY COLLEGE		IIB	5		5	4	15.3	----	13.9	13.8	14.4	5		5	4	18.1	----	16.2	16.1	16.9
U OF MAINE AT AUGUSTA		III	4	4	5	5	24.2	20.8	16.4	13.9	20.1	3	3	5	5	28.7	25.0	19.4	16.1	23.9
U OF MAINE AT FARMINGTON		IIB	2	2	2		26.8	22.2	18.1	----	22.3	2	2	2		31.9	26.4	21.1	----	26.4
U OF MAINE AT FORT KENT		IIB		2	3		----	21.7	16.8	----	20.3		2	3		----	25.5	19.9	----	23.9
U OF MAINE AT MACHIAS		IIB		2	2		----	22.2	18.1	----	20.2		2	2		----	26.6	21.3	----	23.9
U OF MAINE AT ORONO		I	5	5	5	5	29.8	22.8	18.4	12.6	23.2	5	5	5	5	34.6	26.9	21.3	14.2	27.1
U OF ME AT PRESQUE ISLE		IIB	2	2	2	4	26.8	21.9	17.9	13.5	20.6	2	2	2	4	31.9	26.1	21.0	15.2	24.3
U OF SOUTHERN MAINE		IIA	3	3	4	4	29.3	23.9	18.3	15.7	23.0	3	[illegible]	4	4	34.4	28.1	21.5	18.0	27.0
WESTBROOK COLLEGE		IV				4				15.8	15.8				4				18.3	18.3
MARYLAND																				
ALLEGANY CMTY COLLEGE		III		4	4	3	----	21.4	18.3	15.6	18.3		3	3	2	----	26.6	22.8	19.4	22.8
ANNE ARUNDEL CMTY COLLEGE		III	1	1	2	1	30.1	25.5	20.9	18.9	24.7	1	1	2	1	36.7	31.1	25.1	22.8	30.0
BALTIMORE HEBREW COLLEGE		IIA																		
BOWIE STATE COLLEGE		IIA	2	2	2		32.0	26.3	21.5	----	25.3	2	2	2		36.9	30.4	24.6	----	29.2
CAPITOL INST TECHNOLOGY		IIB					----		----		20.0					----		----		22.6
CATONSVILLE CMTY COLLEGE		III	1	1	1	3	32.3	26.4	21.9	16.3	24.7	1	1	2	3	37.5	30.5	25.3	18.5	28.5
CHARLES CO CMTY COLLEGE		III	2	1	4	3	27.2	26.3	18.0	16.0	21.7	3	1	4	4	30.4	30.2	20.0	17.9	24.5
CHESAPEAKE COLLEGE		III		4	4			20.4	17.9	----	18.5		3	3			25.9	21.9	----	22.9
COLLEGE OF NOTRE DAME MD	LFO	IIB	3	3	3	3	23.6	20.8	17.4	15.0	19.8	4	3	3	3	25.2	23.2	19.4	16.4	21.7
COLUMBIA UNION COLLEGE		IIB	5	4	3	2	18.3	17.5	16.6	15.4	16.9	5	5	4	2	22.6	20.3	19.2	18.3	20.0
CMTY COLLEGE OF BALTIMORE		III	1	2	2	1	30.5	23.8	20.1	18.2	23.4	2	3	2	1	34.3	27.5	23.4	21.4	26.9
COPPIN STATE COLLEGE		IIA	3	2	3	4	29.9	24.9	19.9	15.3	22.7	3	3	3	4	34.6	29.3	23.2	17.4	26.4
DUNDALK CMTY COLLEGE		III		1	1			25.3	21.4	----	22.7		2	1			30.0	25.5	----	27.0
EASTERN CHRISTIAN COLL		IIB																		
ESSEX COMMUNITY COLLEGE		III	1	1	1	2	31.8	26.7	22.3	17.8	26.1	1*	1	1	1	39.5	33.4	28.1	22.0	32.6
FREDERICK CMTY COLLEGE		III		2	4	4	----	24.4	18.3	14.6	20.6		2	3	4	----	28.5	21.6	17.4	24.2
FROSTBURG STATE COLLEGE		IIA	3	3	3	3	29.8	24.3	19.9	16.4	22.5	2	3	3	3	36.7	29.1	23.8	19.0	27.1
GARRETT COMMUNITY COLLEGE	4	III			3	4			19.3	14.1	17.0			3	5			22.1	16.5	19.6
GOUCHER COLLEGE		IIB	1	2	3	3	29.3	22.6	17.1	14.6	22.9	1	2	2	3	35.5	27.5	21.2	17.6	27.9
HAGERSTOWN JUNIOR COLLEGE		III	3	3	3		25.6	22.1	19.1		22.6	3	3	3		29.7	25.4	22.0		26.0
HARFORD COMMUNITY COLLEGE	4	III	1	1	3	2	30.3	25.9	19.3	16.7	23.5	1*	1	2	2	39.2	32.3	23.9	19.4	29.3
HOOD COLLEGE		IIA	3	4	5	5	27.6	21.6	17.3	12.6	19.9	4	4	5	5	32.0	24.9	19.5	14.1	22.7
HOWARD COMMUNITY COLLEGE		III		1	1	2	----	26.7	21.7	17.3	21.3		1	1	1	----	33.2	27.0	21.5	26.4
JOHNS HOPKINS UNIVERSITY		I	1*	1*	1	2	43.1	30.9	23.1	18.3	34.8	1	1*	2	2	52.2	37.5	27.0	21.3	41.8
LOYOLA COLLEGE		IIA	2	2	2		31.4	26.3	20.8		24.4	2	2	3		36.0	29.8	23.7		27.7
MARYLAND C ART AND DESIGN		III						----	----		----						----	----		----
MONTGOMERY C GERMANTOWN		III			4		----	----	17.1	----	22.3			3		----	----	21.9	----	28.3
MONTGOMERY C ROCKVILLE		III	1	1	1	1	30.2	26.6	22.2	18.3	25.9	1	1	1	1	37.8	33.5	28.1	23.4	32.6
MONTGOMERY C TAKOMA PARK		III	1	1	2		30.7	25.5	20.2	----	26.1	1	1	1		38.3	32.2	25.7	----	32.8
MORGAN STATE UNIVERSITY		IIA	2	2	3	3	31.2	24.8	20.3	16.3	24.0	2	2	2	3	38.5	30.4	25.1	19.9	29.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
12.					-----	-----	-----	-----	4	4	2	3	1	1	3	2	----	----		----			----	
18.	ALL				10.6	-----			8	1			2				----				----			
12.				50.								3				9				----				----
21.	ALL				7.7		-----	-----	9	2				2		1	30.3	----				----		
13.												8				24				16.4				15.0
19.	98.	81.	48.	3.	9.1	9.6	9.4	10.2	81	57	47	19	7	10	35	20	27.2	22.9	20.4	15.6	26.9	22.5	19.2	15.6
20.	95.	82.	21.		9.3	9.3	9.8	11.5	94	89	77	11	6	14	37	9	----	23.7	19.9	18.0	----	22.9	19.4	16.0
18.	97.	85.	14.		10.0	11.8	11.5	13.2	32	82	58	3	6	17	49	7	----	24.4	19.8	----	----	22.3	18.8	----
10.	14.	24.			6.0	6.0	6.0	-----	4	14	10	4	3	3	6	1	----	----	15.8	----	----	----	14.9	
---								-----				3								----				
15.	ALL	92.	6.		-----	5.3	5.4	6.7	4	13	8	6			9	12	----	15.4	13.6	10.8			9.1	12.7
17.	ALL	75.	19.		9.2	13.3	9.4	-----	17	8	13	2	2	4	3	2	----	----	----	----	----	----	----	----
17.	ALL	97.	5.		11.8	13.1	13.6	15.2	390	344	246	20	21	67	88	35	35.3	27.0	22.8	21.6	32.4	25.7	20.9	17.5
18.	ALL	ALL			13.5	13.7	16.6	13.7	40	99	66	32	22	93	89	86	23.4	20.0	17.4	15.5	23.0	20.1	16.8	14.8
19.	98.	72.	5.	7.	8.7	9.4	11.9	11.7	202	160	104	16	20	46	56	12	33.3	25.3	22.1	18.4	32.2	23.5	18.8	16.6
12.												4				14				----				----
21.	93.	77.	33.		10.0	10.1	10.3	10.5	199	126	84	28	22	41	54	22	28.5	23.7	20.4	16.7	27.1	21.9	18.6	15.2
13.				94.				19.4				9				14				20.5				20.2
16.	89.	81.	12.		16.2	15.8	13.2	16.7	16	13	15	8		3	2	3	24.2	----	----	----		----	----	----
3.	83.	67.	35.	2.					11	30	33	30	1	12	21	21	26.0	23.4	20.6	17.9		23.2	19.4	17.0
					-----	5.2	4.7	4.5																
11.	ALL	93.	61.	23.	15.0	16.0	14.5	15.3	29	33	34	18	17	11	35	13	29.9	22.4	19.7	15.8	28.1	22.2	19.2	16.0
23.	79.	76.	40.	25.					12	15	10	1	2	2	5	3	22.4	19.7	----				----	----
12.	94.	87.	6.		10.2	11.1	11.7	11.6	413	289	317	109	24	48	75	114	37.0	28.1	23.6	17.4	32.2	27.1	21.9	16.5
13.	ALL	94.	67.		8.8	10.6	10.0	12.1	7	11	15	3	1	6	15	7	----	21.8	20.4	----	----	21.7	19.3	----
13.	ALL	ALL	44.		-----	-----	8.4	9.9	2	3	10	19		1	6	10	----	----	20.0	19.3		----	20.3	16.5
12.	ALL	76.	29.		11.0	12.5	14.0	-----	17	36	36		4	5	22	3	----	----	21.5		----	----	20.2	----
13.	96.	76.	34.	3.	10.0	10.4	10.7	14.6	108	102	78	5	5	25	52	31	----	24.9	21.5	----	----	22.8	19.9	----
					13.9	16.1	14.7	-----																
11.	93.	78.	45.	10.					55	37	59	10	5	13	25	10	----	25.0	21.1	17.5	----	23.7	20.4	17.5
12.	ALL	90.	52.	3.					47	45	40	14	9	23	37	25	29.6	25.1	22.7	19.0	30.8	25.0	21.7	19.3
12.	91.	85.	46.		11.7	11.9	11.9	16.5	59	95	63	21	9	11	51	44	30.3	27.2	22.7	16.5	30.3	24.8	20.1	15.4
12.	90.	82.	52.	8.	7.2	6.5	10.1	6.6	53	56	18	6	15	29	44	18	25.5	22.7	21.5	----	25.9	21.5	18.7	----
12.									7								8.8							
12.									1	3	5	2	1	2	10	2		----	----				----	
---				63.				13.6				5								----				
12.	ALL	67.				14.4	14.6	-----	3	3	3	1	6	6	8	3	----	----	----		----	----	----	----
11.	97.	81.	48.	5.	6.6	7.0	6.8	7.7	67	63	45	5	9	17	48	17	30.5	25.2	22.3	----	26.6	25.1	21.0	----
13.	90.	80.	66.	32.					82	78	91	16	22	33	112	46	27.6	23.8	20.9	17.2	25.4	22.7	19.3	16.4
12.	ALL	ALL	94.	18.					2	3	8	8		3	8	14		----	19.3	17.9		----	19.5	18.0
11.	ALL	ALL	63.		8.3	8.5	6.1	8.8	20	12	23	4	5	9	20	5	----	23.4	21.0	----	----	23.8	20.4	----
20.	99.	74.	16.	3.	11.1	12.0	10.5	9.2	140	97	102	14	11	22	34	19	32.9	26.0	19.8	13.8	27.7	24.7	18.6	13.6
10.	98.	81.	10.		9.7	10.4	11.7	10.0	108	111	81	54	19	25	34	46	33.5	26.3	21.2	16.2	29.7	24.7	20.3	16.1
12.	91.	71.	39.	9.	10.8	11.6	9.9	12.0	105	131	100	32	19	29	57	65	32.9	26.5	22.7	17.6	31.0	25.3	22.3	17.7
12.	ALL	81.	3.						13	23	19	14	9	9	10	20	21.1	19.4	18.2	14.7	21.0	17.0	16.4	14.0
12.								-----				3				5				----				----
39.	ALL				-----	-----			3	2			1				----	----			----			
17.	ALL	96.	12.		14.9	15.6	13.4	13.2	22	23	29	8	1	2	14	2	----	----	19.2	----	----	----	19.1	----
22.	ALL	ALL			11.1	11.8	12.5	-----	41	18	23	3	1	1	14	1	35.6	25.8	20.8	----			20.2	
20.	ALL	90.	11.	50.	12.5	12.3	15.9	-----	34	27	34	2	5	3	10	2	----	----	20.0	----	----	----	18.5	----
19.								6.1				12								19.8				
6.												34				18				17.5				15.1
15.	88.	56.			10.3	23.5	23.7	-----	5	8	6		3	2	6	4	----	----	18.3		----	----	16.9	----
12.					-----	9.0	8.8	-----	5	19	10	4			2		----	20.9	17.6					
					4.5	6.1	6.9	-----																
7.												33				12				17.0				15.7
16.												9				6				17.5				15.8
15.	ALL	46.							2	11	15	1		2	6	1		19.7	----				----	
5.				66.				4.7				73				21				17.3				14.7
16.		17.	7.			19.8	19.9	-----		5	9	1		1	6	2		----	18.7	----		----	17.0	----
17.					3.2	-----	4.4	4.1	6	4	9	4	2	2	3	4	----	----	----	----	----	----	----	----
19.	ALL	89.			9.7	11.1	9.0	9.9	17	16	5	2	1	3	9	4	----	----	----	----	----	----	----	----
19.	96.	88.	17.		8.9	8.5	11.0	-----	23	23	11	1	1	7	7	3	----	22.8	18.0	----	----	20.2	18.2	----
18.	ALL	70.			-----	8.9	-----	-----	2	8	7	1		2			----	----	16.8	----		----		
18.	ALL	64.	9.		-----	8.5	9.0	-----	4	7	6	2	1	7	5	2	----	22.5	----	----	----	21.9	----	----
17.	97.	93.	6.	4.	8.1	9.7	10.6	10.5	144	141	83	16	4	25	40	10	----	23.0	18.9	12.3	----	21.9	17.3	13.1
18.	92.	89.	40.		9.0	9.5	9.8	-----	10	14	8	1	3	4	2	6	----	----	----	----	----	----	----	----
18.	95.	86.	10.		9.9	9.4	9.6	9.8	51	85	29	6	6	26	22	22	29.5	24.2	18.8	14.3	27.7	22.6	17.6	16.1
16.												20				27				17.5				14.5
25.	ALL	ALL	67.	48.					6	10	13	7	1	8	11	14	----	21.6	18.8	14.6		21.2	17.6	16.1
21.	ALL	ALL	47.		8.5	8.9	9.4	9.6	31	46	22	6	9	20	21	12	30.5	25.9	21.1	19.0	28.9	24.8	20.7	18.8
					-----	-----	-----	-----																
15.	96.	79.	53.						17	19	18	4	8	9	20	4	32.2	26.8	21.9	----	31.8	25.4	21.1	----
13.					-----	-----	-----		4	2	4				1		----		----					
15.	96.	53.		29.					33	52	31	6	6	27	37	15	32.2	26.6	22.0	16.7	32.8	26.2	21.9	16.2
13.	ALL	ALL	44.	23.					8	9	4	4	2	3	5	9	----	----	----	----	----	----	----	----
23.	ALL	82.	50.						1	7	4	3	1	4	6	1		----	----	----		----	----	
10.	81.	61.			12.0	13.0	14.3	-----	3	4	4	1	13	14	15	7	----	----	----		----	----	----	15.0
18.									12	6	13	4		7	9	7	18.3	----	16.4	----		----	16.9	----
15.	98.	85.	70.	56.	6.4	11.8	9.8	20.1	31	27	19	4	13	14	25	14	31.1	23.8	20.5	----	28.9	23.9	19.7	----
16.	97.	82.	68.	4.		.4		.2	22	19	18	8	10	9	19	17	29.9	24.8	20.4	15.3	29.9	24.9	19.4	15.3
19.	ALL	95.	56.	13.	-----	10.7	9.8	-----	1	13	12	2		8	6	6		25.9	21.6			23.8	20.9	----
								4.5																
25.	88.	94.	92.	20.					39	27	35	2	11	22	17	13	32.2	27.4	22.4		30.1	26.0	22.2	17.8
17.	17.	38.			8.5	9.9	10.7	-----	5	5	6	3	1	3	7	5	----	----	18.4	----		----	18.2	----
20.	95.	93.	58.	23.	1.2	1.2	1.5	1.8	35	40	40	19	7	4	12	21	29.8	----	20.1	16.9	29.5	----	19.4	15.8
15.	ALL	67.				-----	10.4	-----	1	2	6	7		1	3	1			----	14.1			----	
22.	94.	71.	6.		9.4	10.5	12.4	11.7	21	7	9		10	7	16	6	29.6	23.2	17.5		28.6	22.1	16.9	14.6
15.	ALL	90.	36.						13	15	4	1	2	5	7	4	25.6	----	----			----	----	
25.	ALL	92.	61.						8	23	13	3	2	15	10	6	----	25.6	19.4	----	----	26.3	19.3	----
14.	75	73.	8.		6.9	7.1	7.2	-----	9	11	11	3	7	15	26	7	20.7	21.5	17.2	----	36.6	21.7	17.3	----
24.					-----	13.0	14.1	-----	1	7	5	1	1	2	6	6	----	----	----	----	----	----	----	----
20.	90.	14.			11.2	13.3	12.6	13.0	257	77	81	14	14	18	39	11	43.2	31.4	23.2	19.1	41.3	28.6	23.0	17.2
14.	91.	67.	26.		9.7	11.5	9.3	-----	21	36	44	2	1	7	21	1	31.4	26.5	21.2			25.1	20.0	
---						-----	-----			1	2				1			----	----				----	
27.	83.	20.							5	4	3	3	1	1	4	2	----	----	----	----			----	
26.	96.	90.	66.	22.					51	56	37	8	20	26	24	10	30.3	26.7	22.4	18.7	30.1	26.3	22.0	18.0
26.	90.	72.							14	8	6	2	16	10	9	4	31.0	27.5	21.1		30.4	24.0	19.6	----
23.	90.	79.	79.	32.					52	51	50	11	15	22	39	14	31.8	24.8	20.9	16.0	29.3	24.9	19.6	16.4

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MARYLAND (CONTD)																				
MOUNT SNT MARY'S COLLEGE		IIB	2	3	4		26.5	20.3	16.1	----	18.8	2	3	4		30.5	23.5	18.4	----	21.7
PEABODY INST OF JHU		IV				5				14.7	14.7				5				17.7	17.7
PRINCE GEORGES CC		III	1	1	1	1	30.7	27.4	23.1	19.8	27.3	2	2	2	2	33.7	30.8	25.1	21.0	29.8
SAINT JOHN'S C MAIN CAM		IV				3				18.8	18.8				2				24.0	24.0
SNT JOHN'S C SANTA FE NM		IV				2				22.9	22.9				2				27.5	27.5
SNT MARY'S COLLEGE OF MD		IIB	1	1	2	3	29.6	24.9	18.3	14.9	21.5	1	1	2	3	34.5	29.6	21.9	17.7	25.5
SAINT MARY'S SEMINARY & U		I						----			----						----			----
SALISBURY STATE COLLEGE		IIA	2	2	2	3	31.7	25.5	20.9	16.6	23.2	2	2	2	2	38.0	31.2	26.3	20.6	28.5
TOWSON STATE UNIVERSITY		IIA	2	1	1	2	32.1	27.1	22.3	17.3	24.9	2	1	1	2	39.2	33.4	27.8	21.7	30.8
UNIFORMED SRVCES U HLTH SCI		IIA																		
US NAVAL ACADEMY		IIB	1*	1*	1*	1*	40.6	34.4	25.4	19.7	32.7	1*	1*	1*	1*	44.5	38.0	28.1	21.9	36.0
UNIVERSITY OF BALTIMORE		IIA	2	1	1		32.6	27.3	22.6	----	26.7	1	1	1		40.1	32.9	26.8	----	32.2
U OF MD COLLEGE PARK CAM		I	3	3	4	5	35.5	26.1	20.9	15.1	26.1	2	2	2	5	44.1	33.3	26.1	17.9	32.5
U OF MD BALT PROF SCHOOLS		I	2	1*	2	3	37.3	30.3	22.1	16.9	26.0	2	1*	2	3	45.3	37.2	27.1	19.8	31.6
U OF MD BALTIMORE CO CAM		I	3	4	4	4	34.9	25.3	20.3	15.8	24.9	3	3	3	3	42.9	31.6	25.6	20.2	31.0
U OF MD-EASTERN SHORE		IIB	2	1	1*	1*	25.7	24.5	21.6	19.2	21.3	2	1	1*	1*	31.6	30.3	26.9	24.2	26.3
U MD UNIVERSITY COLLEGE		IIB				2	----	----	----	16.6	18.8				1	----	----	----	19.5	22.3
VILLA JULIE COLLEGE	PNA	III																		
WASHINGTON BIBLE COLLEGE		IIA		5			----	14.7	----		14.8		5			----	17.4	----		17.3
WASHINGTON COLLEGE		IIB	3	3	3		24.9	20.2	16.7		20.2	3	3	3		29.1	23.7	19.6		23.6
WESTERN MARYLAND COLLEGE		IIB	2	2	2		27.2	22.3	19.2	----	22.6	2	2	1		33.4	27.1	23.1	----	27.5
WOR-WIC TECH CMTY COLLEGE		III			3				19.3	----	17.9			2				23.7	----	21.6
MASSACHUSETTS																				
AMERICAN INTRNATL COLLEGE		IIA	4	5	5	5	25.7	19.4	16.9	12.8	19.0	4	5	5	5	29.9	22.6	19.8	14.6	22.2
AMHERST COLLEGE		IIB	1*	1*	1*		38.9	27.4	21.8		31.5	1*	1*	1*		47.8	34.2	27.6		39.0
ANDOVER NEWTON THEOL SCH		IIA	5				22.1				22.1	5				28.0				28.0
ANNA MARIA COLLEGE		IIB		3	4			19.9	16.4		18.1		3	4			23.1	19.0		21.0
AQUINAS JC AT MILTON	LFO	IV				5				13.1	13.1				5				14.4	14.4
ASSUMPTION COLLEGE		IIA	4	4	4		26.8	22.1	19.1	----	21.6	4	4	4		31.5	26.0	22.1	----	25.2
ATLANTIC UNION COLLEGE		IIB	5	4	3		18.5	17.8	16.6		17.6	5	5	4		21.0	20.3	19.0		20.0
BABSON COLLEGE		IIA	1*	1*	1*		38.5	29.3	25.4		30.0	1*	1	1*		45.8	35.4	30.6		36.1
BAY PATH JUNIOR COLLEGE		III		3	3		----	21.6	18.8	----	19.7		3	3		----	24.8	21.6	----	22.7
BAY STATE JC OF BUS		IV				5				13.2	13.2				5				14.7	14.7
BECKER JC-LEICESTER		III					----	----		----	19.3					----	----		----	23.0
BECKER JC-WORCESTER		III			5		----	----	16.2	----	17.2			5		----	----	19.4	----	20.6
BENTLEY COLLEGE		IIA	1	1	1	1*	35.2	28.1	22.7	20.3	26.1	1	1	1	1	42.2	33.6	26.5	23.4	30.8
BERKLEE COLLEGE OF MUSIC		IV				5				14.1	14.1				5				16.6	16.6
BERKSHIRE CMTY COLLEGE		III	2	2	2	2	28.0	23.0	20.0	17.2	22.3	3	4	4	3	29.5	24.2	21.4	18.6	23.7
BLUE HILLS REG TECH INST	24	IV				2				22.3	22.3				3				23.0	23.0
BOSTON COLLEGE		I	2	2	2	2	37.8	27.9	22.1	18.3	28.1	2	2	3	3	44.5	33.4	25.9	20.7	33.3
BOSTON CONSV OF MUSIC		IV				5				12.1	12.1				5				13.5	13.5
BOSTON STATE COLLEGE		IIA																		
BOSTON UNIVERSITY	48	I	3	3	4	2	36.1	26.9	20.9	18.6	27.5	3	4	5	3	41.5	31.1	23.6	20.4	31.5
BRADFORD COLLEGE		IV				4				17.0	17.0				4				20.0	20.0
BRIDGEWATER STATE COLLEGE		IIA	2	2	1		31.6	25.6	22.7	----	26.5	3	3	2		33.4	27.2	24.3	----	28.2
BRISTOL COMMUNITY COLLEGE	4	III	2	3	2	2	27.6	22.4	20.4	17.2	22.2	3	4	3	3	29.2	23.8	21.8	18.6	23.7
BUNKER HILL CMTY COLLEGE		III	3	3	4	2	24.8	21.7	18.6	16.8	20.1	4	4	4	4	26.4	23.1	19.7	18.0	21.4
CAPE COD CMTY COLLEGE		III	2	2	2	1	27.8	23.7	20.5	18.5	23.2	3	3	3	2	29.1	25.0	21.7	19.8	24.4
CHAMBERLAYNE JR COLLEGE		III				5			----	12.0	12.5				5			----	13.8	14.4
CLARK UNIVERSITY		I	3	2	4		35.8	27.1	20.3	----	27.9	2	1	4		43.8	34.4	23.8	----	34.3
COLLEGE OF THE HOLY CROSS		IIA	1	2	2	1	32.8	25.5	21.0	18.4	24.3	1	1	2	2	42.5	32.0	25.6	21.6	30.3
COLLEGE OUR LADY OF ELMS	LFO	IIB		2	3			21.6	17.4		18.5		2	3			25.6	19.4		21.0
CURRY COLLEGE		IIB	3	3	2	3	24.2	20.8	17.8	14.6	19.0	3	3	3	3	27.8	23.9	20.5	16.6	21.8
DEAN JUNIOR COLLEGE		III		3	4	5	----	21.8	17.1	14.0	17.9		4	5	5	----	24.3	19.3	15.8	20.1
EASTERN NAZARENE COLLEGE		IIA	5	5	5		20.7	17.8	14.1		17.3	5	5	5		24.9	21.6	16.8		20.9
EMERSON COLLEGE		IIA	2	3	2	1	31.4	23.7	20.7	18.5	25.0	2	3	2	1	38.8	28.7	24.8	22.5	30.5
EMMANUEL COLLEGE		IIA	4	5	5	4	25.3	20.0	16.8	14.9	19.3	4	5	5	4	30.8	24.5	20.2	18.2	23.4
ENDICOTT COLLEGE		III	5		5	5	17.5		14.1	12.8	15.3	5		5	5	20.5		16.5	15.2	18.0
EPISCOPAL DIVINITY SCHOOL		IIA	5				17.0				17.0	4				31.1				31.1
FISHER JUNIOR COLLEGE		IV				5				13.3	13.3				5				15.6	15.6
FITCHBURG STATE COLLEGE		IIA	3	2	2	5	29.4	25.3	20.9	13.3	22.4	4	4	4	5	30.9	26.8	22.1	14.0	23.7
FORSYTH SCH DENTL HYGNSTS		IIA				5			----	12.0	13.8				5			----	14.6	16.8
FRAMINGHAM STATE COLLEGE		IIA	3	3	1	1	29.7	23.8	21.9	18.4	24.4	4	4	3	3	31.7	25.8	23.6	19.4	26.1
FRANKLIN INST OF BOSTON		III		4	4	2	----	20.3	18.5	16.7	18.9		4	3	3	----	24.3	22.3	19.1	22.5
GORDON COLLEGE		IIB	3	2	2		24.4	21.8	17.9		22.1	3	2	3		29.1	26.1	20.9		26.3
GORDON-CONWELL THEOL SEM		IIA	4				24.6	----	----		22.9	4				29.4	----	----		27.4
GREENFIELD CMTY COLLEGE		III	3	2	3	2	25.9	23.0	18.7	16.7	21.1	3	3	4	3	28.4	25.2	20.6	18.3	23.2
HAMPSHIRE COLLEGE		IIB	1	1	2		31.0	24.3	18.9		23.5	1	1	2		37.3	28.6	21.6		27.6
HARVARD UNIVERSITY		I	1*	3	1		48.5	27.0	23.4		37.8	1*	4	2		59.2	30.9	26.9		45.4
HEBREW COLLEGE		IIB	5				19.3				19.3	5				21.8				21.8
HELLENIC C-HOLY CROSS SCH		IIA	5				20.0	----	----	----	17.4	5				22.5	----	----	----	19.4
HOLYOKE COMMUNITY COLLEGE		III	3	3	2	3	26.2	22.5	20.3	16.4	21.2	4	4	3	4	27.6	24.1	21.6	17.4	22.5
LABOURE JUNIOR COLLEGE		III			4	3	----	----	17.4	15.9	17.5			4	3	----	----	20.4	18.1	20.3
LASELL JUNIOR COLLEGE		III	5	5	5	4	19.0	17.5	14.7	14.6	16.7	5	5	5	4	22.5	20.8	17.5	16.7	19.7
LESLEY COLLEGE		IIA	3	3	3		28.7	24.7	19.9		23.0	3	3	4		33.0	28.4	22.2		26.1
MASS BAY CMTY COLLEGE		III	2	2	2	2	27.3	23.8	19.8	16.6	22.4	2	3	3	3	30.9	27.0	22.5	18.9	25.5
MASS COLLEGE OF ART		IIA	3	3	3		28.7	23.1	19.9		24.1	4	4	4		31.5	25.4	21.8		26.4
MASS C PHAR-HLTH SCI		IIB	2	3	2	3	27.2	21.0	18.5	15.2	20.1	2	3	2	2	31.5	24.6	21.6	18.1	23.4
MASS INST OF TECHNOLOGY		I	1*	1*	1	1	43.5	30.6	24.4	19.7	35.3	1*	1*	1*	1*	54.2	38.5	30.6	25.5	44.2
MASSASOIT CMTY COLLEGE		III	4	5	5	5	22.8	18.6	14.8	12.8	18.1	5	5	5	5	24.2	19.9	16.3	13.8	19.5
MERRIMACK COLLEGE		IIB	1	1	2		29.3	23.7	18.8		21.9	2	1	2		34.1	27.8	21.5		25.4
MIDDLESEX CMTY COLLEGE		III	3	3	2	2	25.2	21.8	20.2	17.3	20.9	4	4	4	3	26.6	23.0	21.3	18.6	22.2
MOUNT HOLYOKE COLLEGE		IIB	1*	1*	1	2	34.7	26.2	20.2	16.3	26.0	1*	1*	1	2	44.1	35.0	24.8	19.4	32.9
MOUNT IDA JUNIOR COLLEGE		IV				5				12.0	12.0				5				14.1	14.1
MT WACHUSETT CMTY COLLEGE		III	2	2	2	2	26.7	23.0	20.7	17.3	22.9	3	4	3	3	28.2	24.5	22.1	18.7	24.3
NEW ENGLAND C OPTOMETRY		IIA		1		1	----	26.6	----	18.7	22.9		2		2	----	31.6	----	20.8	26.6
NEW ENG CONSV OF MUSIC		IV				3				19.0	19.0				3				22.0	22.0
NEW ENG INST APP ARTS-SCI		IV																		
NEW ENGLAND SCHOOL OF LAW		IIA	2	2			32.7	25.9	----		29.2	2	2			38.6	30.4	----		34.3
NORTH ADAMS STATE COLLEGE		IIA	2	3	1	2	30.2	23.1	21.9	16.8	23.5	4	4	3	4	31.9	24.7	23.4	18.0	25.0
NORTH SHORE CMTY COLLEGE		III	2	2	2	3	27.2	23.0	20.0	15.7	21.3	3	4	4	4	28.8	24.5	21.3	16.8	22.7
NORTHEASTERN UNIVERSITY	5	I																		
QUINCY JUNIOR COLLEGE		IV				2				22.7	22.7				2				24.1	24.1
QUINSIGAMOND CMTY COLLEGE		III	2	3	2	2	26.3	22.4	19.9	16.6	22.6	3	3	3	3	29.7	25.2	22.4	18.7	25.4
REGIS COLLEGE		IIB	3	3	4		24.3	20.8	16.5	----	19.0	3	3	4		28.0	24.4	18.7	----	22.0
ROXBURY COMMUNITY COLLEGE		III		4	3			21.5	19.4		20.2		4	4			23.6	21.3		22.2
SALEM STATE COLLEGE		IIA	2	2	2	1	30.6	25.5	21.5	18.2	25.2	3	4	3	3	32.2	26.8	22.8	19.2	26.6
SIMMONS COLLEGE		IIA	2	2	2	2	32.3	25.3	20.9	17.8	25.3	2	2	3	3	38.4	30.0	23.8	19.9	29.6
SIMON'S ROCK OF BARD C		IV				4				17.2	17.2				4				19.7	19.7
SMITH COLLEGE		IIA	1	1	2	2	34.6	26.5	21.4	17.0	27.4	1	1	2	3	43.2	33.3	25.7	19.9	33.9
STHESTN MASS UNIVERSITY		IIA	4	5	5		26.7	19.6	15.2		21.5	5	5	5		28.5	21.1	16.4		23.1
SPRINGFIELD COLLEGE		IIA	3	4	4	5	29.9	22.2	18.1	13.6	22.3	2	4	4	5	36.3	26.8	22.1	16.6	27.1
SPRINGFIELD TECHNICAL CC		III	2	2	2	1	26.7	23.6	21.0	17.8	22.3	3	3	3	2	29.3	25.9	23.0	19.6	24.5
STONEHILL COLLEGE	LFO	IIB	2	2	2		26.6	21.1	18.2		21.3	2	3	2		31.2	25.1	21.7		25.2

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
15.	ALL	82.	19.		11.4	9.9	10.1	-----	10	16	21	2		1	6		26.5	----	16.2	----		----	15.5	
20.				19.				8.2				42				27				16.8				11.4
9.	98.	94.	43.	6.	8.4	8.5	10.9	12.8	67	50	21	8	27	40	21	8	30.7	27.6	23.7	20.6	30.6	27.1	22.6	18.9
28.				66.				7.9				37				4				----				----
20.				70.				7.9				33				7				23.8				18.9
19.	36.	42.	3.		1.2	1.6	3.8	3.9	7	16	25	4	4	3	6	4	----	----	18.6	----	----	----	17.2	----
---									1	3	2	2	1		2			----						
23.	85.	96.	57.	5.	1.4	1.9	2.2	3.3	29	40	41	20	4	11	13	22	----	25.6	21.3	16.6	----	24.9	19.8	16.6
24.	ALL	97.	77.	24.	1.8	1.9	2.3	2.4	79	89	89	23	22	30	72	23	32.1	27.2	22.4	17.3	31.9	26.9	22.3	17.4
					15.0	16.5	13.6	-----																
10.	ALL	ALL	8.						74	103	70	7		1	23	2	40.6	34.4	26.1	19.7			23.4	
21.	83.	41.	17.		2.3	3.8	2.7	-----	66	62	76	4	6	16	31	2	33.1	27.3	22.8	----	27.5	27.3	22.1	
25.	ALL	97.	10.						374	358	239	70	32	70	120	69	35.7	26.2	21.2	15.5	34.1	25.1	20.4	14.7
22.	98.	85.	12.						51	80	52	6	13	20	109	51	38.0	31.1	25.8	20.3	34.2	26.8	20.4	16.5
25.		96.	33.	10.	1.0	1.7	3.2	1.7	41	104	35	10	3	16	28	10	----	25.3	20.9	17.2	----	25.0	19.7	14.5
23.	ALL	86.	45.	9.	1.5	1.5	2.1	1.9	5	13	18	5	1	1	11	6	----	----	21.7	----	----	----	21.4	----
19.									2	2	2	7					----	----	----	16.6				
17.					-----	8.4	-----	-----	4	6	4	2			1	2	----	14.7	----					
17.	ALL	95.	25.		5.4	5.8	7.4		11	17	19		3	4	1		----	----	16.7		----	----		
21.	ALL	93.	43.	33.	10.0	10.3	11.3	-----	25	22	18	2	1	5	10	1	----	----	19.5	----	----	----	18.8	----
21.										1	2	2			7	4							19.3	----
17.	ALL	92.	32.						14	20	12	2	1	4	10	9	25.7	----	17.8			----	15.8	12.8
24.	ALL	89.			13.5	16.2	19.0		71	24	26			4	17		38.9	----	21.3			----	22.7	
26.	ALL	ALL							12		2			2	2		22.1							
16.	75.	91.	36.		-----	9.0	10.2	-----	2	7	5	1	2	4	6	2		----	----			----	----	
10.																11								13.1
17.	ALL	96.	31.		8.9	10.0	11.6	-----	18	21	26	3		4	6	4	26.8	----	19.4	----		----	18.0	----
14.	ALL								7	11	10	1	5	3	5	2	----	----	----		----	----	----	
20.	76.	66.	9.		12.3	12.6	13.8	-----	21	28	28			1	6		38.5	29.3	26.1				22.4	
15.	ALL	ALL	75.						4	4	2	1		2	6	3	----	----	----	----		----	----	----
12.												4				15				----				----
19.									3	3	2	5		1	1		----	----		----				
20.									3	3	3			2	10	5	----	----	----				----	----
18.	91.	67.	3.		11.8	12.7	12.7	11.6	32	28	50	16		11	20	7	35.2	29.3	22.9	20.0		24.9	22.2	21.0
18.												143				4				----				----
6.	ALL	94.	30.		17.1	18.8	21.0	24.9	17	6	13	6	1	10	7	6	28.0	23.8	20.3	17.5		22.5	19.5	17.0
3.				76.								24				9				22.3				22.2
18.	94.	94.	20.		10.2	11.6	13.1	13.4	109	163	85	8	14	58	50	19	38.1	28.5	23.0	20.4	35.7	26.3	20.5	17.4
12.								8.8				12				9				12.8				11.1
					15.3	16.6	18.4	20.1																
14.	92.	65.	1.						282	203	175	26	41	78	124	41	36.5	27.1	21.1	20.7	33.0	26.6	20.5	17.2
18.								7.3				14				11				16.9				17.0
6.	ALL	94.	56.	17.	6.5	4.9	6.2	11.9	66	48	41	1	8	19	36	5	31.7	26.2	22.9		30.9	24.0	22.4	----
6.	ALL	96.	44.		17.3	19.4	20.5	23.1	15	12	13	2	6	12	12	14	27.9	22.3	20.1		26.9	22.6	20.7	17.2
7.	84.	74.							14	11	14	6	5	8	19	15	----	22.1	18.8	16.2	----	21.1	18.3	17.1
6.	ALL	79.	17.		11.0	11.0	11.0	9.6	21	13	8	6	3	6	15	7	----	23.9	20.5	18.7	----	23.2	20.5	18.3
15.									2		5	9			2	8			----	12.9				11.0
23.	98.	96.			11.1	11.7	11.6	-----	41	46	28	5	8	3	11		36.3	----	20.4	----	33.3	----	19.9	
25.	ALL	ALL	13.		12.8	12.8	13.8	-----	25	57	43	13		11	17	3	32.8	25.7	21.2	----		24.0	20.5	----
13.						10.0	10.0	-----		6		1		3	17	2		21.6					17.4	
15.	30.	21.			7.5	7.2	6.2	7.1	7	13	6	3	3	6	11	12	----	20.2	17.1	----	----	22.1	18.2	----
12.	ALL	87.	46.						5	15	11	9	1		13	8	----	21.8	18.8	14.0			15.8	14.0
21.	92.	47.							11	18	9	2	2	1	5	1	20.7	17.8	----				----	
22.	91.	53.	13.		18.4	9.5	6.0	3.9	23	6	17	2	9	11	14	7	31.7	24.1	20.4		30.4	23.5	21.0	18.5
22.	ALL	71.	16.		8.5	9.0	9.9	11.0	7	8	6	2	3	16	13	7	----	21.7	15.4		----	19.1	17.5	14.9
18.									11		1	2	8	2	11	10	18.0				17.1		14.1	12.8
53.	ALL	ALL			11.7	-----			17				2	1			17.0							
17.																18								13.3
6.	ALL	86.	69.	3.	15.8	17.3	16.9	20.0	34	44	45	22	9	19	35	17	30.1	25.5	21.8	11.6	26.8	25.0	19.8	15.4
21.														1	4	6							----	12.0
7.	ALL	ALL	81.	9.	9.5	9.4	8.8	7.5	31	20	22	9	19	13	21	14	29.8	23.8	22.0	17.9	29.6	23.7	21.9	18.7
19.									5	7	14	11			1		----	20.3	18.5	16.7				
19.	89.	70.	8.		12.5	14.4	14.2	-----	25	9	10	1	2	1	3	1	24.4	21.8	----				----	
20.	ALL	ALL	40.						16	3	5						24.6	----	----					
10.	ALL	82.	17.						12	13	16	2	1	4	7	8	25.9	----	19.0			----	18.1	16.7
17.					8.8	10.9	11.8		14	14	14		2	9	16		----	25.0	19.3		----	23.3	18.6	
20.	89.		1.						505	136	205		24	24	66		48.8	27.0	23.7		41.8	26.6	22.6	
13.	33.			ALL					6	1						1	19.3							
12.	25.								8	4	3	1		1	1	4	20.0	----	----					----
6.	ALL	88.	54.	3.	8.1	8.4	8.9	9.8	16	20	21	11	13	6	18	18	26.8	22.9	20.6	16.3	25.6	21.2	19.9	16.4
16.	50.	60.	79.	25.	-----	-----	12.0	12.0	2	2	1			3	13	8	----	----	----			----	----	15.9
18.	ALL	18.							4	2	3	1	9	9	7	7	----		----		----	17.5	----	14.6
13.	63.	23.							4	9	4		4	4	18		----	----	----		----	----	----	
14.	ALL	81.	26.		13.4	18.0	18.5	22.8	14	14	9		4	7	10	11	----	24.1	20.0		----	23.1	19.6	16.6
10.	ALL	69.	27.		9.6	6.4	13.4		17	9	10		2	7	5		28.7	23.6	----			22.4	----	
17.									8	19	18	8		5	8		27.2	----	18.5	15.2		----	18.5	
25.	ALL	52.			11.1	11.1	11.1	11.1	495	208	161	32	21	31	28	11	43.7	30.6	24.6	20.2	39.4	30.4	23.0	18.2
7.	ALL	96.	33.						24	20	11	6	8	5	16	7	23.4	----	15.3	12.9	21.1	----	14.5	12.7
16.	79.	ALL	16.		12.2	11.6	11.6	16.2	13	36	40		1	3	15		----	----	19.0		----	----	18.2	
6.									10	7	4	8	8	6	9	10	26.1	21.8	----	17.9	24.1	21.8	----	16.8
27.	98.	88.			15.5	16.3	16.8	17.3	36	21	29	2	23	19	43	6	34.7	26.8	19.8	----	34.7	25.6	20.5	----
17.				23.								12				28				12.5				11.8
6.	ALL	93.	39.		10.0	10.0	10.0	10.0	17	13	10	3	3	2	8	4	----	----	20.6	----	----	----	20.9	----
16.	ALL	22.							3	9	3	9			2	5	----	26.6	----	----				----
16.								8.7				46				6				18.8				20.6

17.	86.				10.3	-----	9.7		13	5	4		1	3			32.7	----	----			----		
7.	ALL	96.	61.	20.	17.4	15.0	20.5	16.4	23	20	24	13	5	5	4	7	----	----	----	15.9	----	----	----	18.4
7.	ALL	78.	40.		9.0	9.0	9.0	9.0	29	16	14	10	3	11	11	25	----	23.1	20.8	14.6	----	22.8	19.0	16.1
					9.7	10.2	11.0	10.2																
6.				81.								23				28				23.2				22.2
13.	ALL	ALL	36.						20	10	13	2	8	10	12	6	26.1	22.1	20.7		26.8	22.7	19.1	16.6
15.	83.	90.	10.		-----	11.8	13.0	-----	4	2	4		4	9	8	3	----	----	----		----	----	----	----
10.	ALL									5	7	1	1	3	5	2		----	----			----	----	
5.	ALL	ALL	74.	4.	5.0	5.0	5.0	5.0	72	52	50	10	14	23	31	17	30.8	25.9	22.1	18.0	30.0	24.6	20.6	18.3
17.	ALL	73.	11.						28	21	14	7	21	28	41	6	32.4	25.6	21.5	17.6	32.1	25.2	20.6	18.0
15.								15.9				22				5				----				----
24.	98.	82.	5.		10.9	12.3	13.1	15.7	71	50	38	4	26	26	36	13	35.1	26.5	21.3	----	33.2	26.3	21.5	----
7.	ALL	95.	18.						105	78	43	1	13	25	23		27.0	19.9	15.5		24.3	18.9	14.6	
22.	97.	97.	66.						31	32	22	8	5	7	13	6	----	22.9	18.3	13.0	----	18.8	17.8	14.3
10.	95.	87.	32.		18.1	19.6	20.1	21.6	29	25	33	11	10	13	20	23	27.0	24.1	21.1	17.8	25.9	22.8	20.8	17.8
18.	ALL	84.	7.		10.3	10.7	11.4		15	31	23		3	6	7		----	21.2	18.6		----	20.9	17.0	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MASSACHUSETTS (CONTD)																				
SUFFOLK UNIVERSITY	25	IIA	2	2	2	4	31.6	25.7	21.5	15.6	25.9	2	2	2	4	36.9	30.0	25.0	17.9	30.1
SWAIN SCHOOL OF DESIGN		IIB				5	----	----	----	12.5	14.1				5	----	----	----	14.6	16.7
TUFTS UNIVERSITY		I	1	1	1	1	40.6	29.8	23.0	19.8	30.5	1	1	2	1	48.7	35.5	27.3	22.4	36.4
UNIVERSITY OF LOWELL		IIA	1	1	1*	1*	34.8	27.8	23.6	21.0	28.0	2	3	2	1	36.7	29.4	24.9	22.1	29.5
U OF MASS AMHERST CAMPUS		I	3	1	1	1	36.1	28.4	22.9	19.7	30.8	4	4	4	2	37.3	29.7	24.2	20.9	32.0
U OF MASS BOSTON CAMPUS		IIA	1*	1	1		39.2	27.6	22.3	----	29.8	1	3	3		40.5	28.8	23.5	----	31.0
WELLESLEY COLLEGE		IIB	1*	1*	1*	1	39.4	28.1	23.1	18.1	28.5	1*	1*	1*	1	49.8	35.3	28.4	21.3	35.5
WESTERN NEW ENG COLLEGE		IIA	1	2	1	3	34.2	25.4	23.0	16.7	26.1	2	3	1	3	39.4	29.5	26.4	18.8	30.1
WESTFIELD COLLEGE		IIA	3	3	2		28.7	23.7	21.3	----	23.6	4	4	4		30.0	24.9	22.3	----	24.7
WHEATON COLLEGE		IIB	1	1	2		32.0	25.4	19.2	----	24.5	1	1	2		37.4	29.9	22.0	----	28.5
WHEELOCK COLLEGE		IIA	3	4	4		29.8	22.8	18.3	----	22.1	2	3	4		35.8	27.4	21.2	----	26.2
WILLIAMS COLLEGE		IIB	1*	1*	1		38.0	27.2	20.6		28.7	1*	1*	1*		47.0	33.3	25.4		35.4
WORCESTER POLY INSTITUTE		IIA	1	1	1		34.5	27.5	22.4	----	28.2	1	1	1		42.0	33.7	26.5	----	34.1
WORCESTER STATE COLLEGE		IIA	3	2	1	1	28.9	25.9	22.3	18.1	25.4	4	3	2	3	30.8	27.8	24.3	19.4	27.3
MICHIGAN																				
ADRIAN COLLEGE		IIA	3	3	4	2	28.0	23.7	18.5	17.1	23.1	3	3	3	2	34.5	28.9	22.7	21.4	28.4
ALBION COLLEGE		IIB	1*	1*	1	1	33.8	26.8	19.6	17.2	25.6	1	1*	1	1	39.9	31.9	23.1	20.1	30.3
ALMA COLLEGE		IIB	2	2	2		28.3	23.0	18.0	----	24.5	1	1	2		35.7	28.8	22.9	----	30.8
ALPEMA COMMUNITY COLLEGE		IV				1				25.8	25.8				1				30.8	30.8
AQUINAS COLLEGE		IIB		2	1		----	23.0	19.9	----	22.0		2	2		----	27.2	23.0	----	25.9
BAKER JUNIOR COLLEGE BUS		IV				4				16.9	16.9				3				20.7	20.7
BAY DE NOC CMTY COLLEGE		IV				1				29.0	29.0				1				33.3	33.3
CALVIN COLLEGE		IIB	2	2	1*	1	27.1	23.1	21.4	16.6	24.7	2	1	1*	1	33.0	28.3	26.2	20.5	30.1
CALVIN THEOLOGICAL SEM		IIA	3				28.9	----			28.1	4				31.9	----			31.1
CTR FOR CREATIVE STUDIES		IIB	3	2	1		24.3	21.9	19.7	----	22.3	3	2	1		29.0	26.1	23.3	----	26.5
CENTRAL MICH UNIVERSITY		IIA	2	2	1	2	31.9	26.2	22.0	17.2	25.7	2	1	1	2	39.7	33.1	27.8	21.7	32.3
CHAS S MOTT CMTY COLLEGE		IV				1				28.0	28.0				1				32.7	32.7
CONCORDIA COLLEGE		IIB	3	3	3	3	24.0	20.5	17.5	15.1	19.5	3	3	2	2	28.5	24.6	21.2	18.0	23.4
CRANBROOK ACADEMY OF ART		IV				3				18.5	18.5				3				22.7	22.7
DAVENPORT COLLEGE OF BUS		IV				1				24.4	24.4				1				29.7	29.7
DELTA COLLEGE		III	1	1	1*	1	31.7	28.1	23.8	18.9	26.0	2	1	1	1	35.2	31.5	26.8	21.5	29.1
DETROIT BIBLE COLLEGE		IIB						----	----		16.2						----	----		19.5
DETROIT C OF BUS ADMIN		IV				2				21.4	21.4				2				26.0	26.0
DETROIT COLLEGE OF LAW		IIA	1				33.9	----			32.2	1				40.2	----			38.2
EASTERN MICH UNIVERSITY		IIA	2	2	1	1	30.2	25.2	21.9	18.1	25.8	2	2	1	1	37.6	31.4	27.4	22.6	32.2
FERRIS STATE COLLEGE	1	IIA	3	3	2	1	27.9	24.1	21.1	19.0	22.7	3	2	2	1	34.1	29.6	26.1	23.6	27.9
GLEN OAKS CMTY COLLEGE		IV				2				21.5	21.5				2				25.4	25.4
GOGEBIC COMMUNITY COLLEGE		III				1				19.9	19.9				1				23.6	23.6
GRACE BIBLE COLLEGE		IIB						----	----		18.9						----	----		22.5
GRAND RAPIDS BAPT C & SEM		IIA	5	5	5		20.6	18.2	15.0		17.1	5	5	5		24.4	21.6	18.0		20.4
GRAND RAPIDS JR COLLEGE		IV				1				24.7	24.7				2				27.3	27.3
GRAND VALLEY ST COLLEGES		IIA	2	2	3		30.7	25.2	20.2		25.7	2	2	2		37.6	31.2	25.2		31.7
GREAT LAKES BIBLE COLLEGE		IIB	5				13.3	----			13.2	5				15.8	----			15.7
HIGHLAND PK CMTY COLLEGE		IV				1				27.4	27.4				1				31.9	31.9
HILLSDALE COLLEGE		IIB	1	1	1*	1	31.4	24.6	21.5	17.0	24.2	1	1	1*	1	39.3	30.4	26.8	20.8	30.1
HOPE COLLEGE		IIB	2	1	1		27.2	23.7	20.4		23.7	2	1	1		32.9	28.8	24.9		28.7
JACKSON COMMUNITY COLLEGE		IV				1				26.4	26.4				1				30.1	30.1
KALAMAZOO COLLEGE		IIB	1	1	2		32.6	24.9	19.1	----	26.4	1	1	1		40.6	30.8	23.2	----	32.6
KALAMAZOO VALLEY CC	PNA	IV																		
KIRTLAND CMTY COLLEGE		IV				2				22.1	22.1				2				26.5	26.5
LAKE MICHIGAN COLLEGE		III	2	2	2	1	26.6	23.9	20.5	18.1	21.6	2	2	2	1	31.2	27.9	24.3	21.6	25.5
LAKE SUPERIOR ST COLLEGE		IIB	2	1	1	3	26.6	23.5	19.6	15.2	21.1	2	1	1	2	32.0	29.0	24.4	19.0	26.1
LANSING COMMUNITY COLLEGE		III	4	3	2	2	24.0	21.9	20.0	17.8	21.1	4	3	2	2	28.0	25.7	23.7	21.2	24.8
LAWRENCE INST TECHNOLOGY		IIB	2	1	1*		27.7	24.3	21.5		23.8	2	1	1*		33.3	29.8	25.9		28.8
LEWIS C BUSINESS		IV				3				19.3	19.3				4				20.6	20.6
MACOMB CO COMM COLLS		IV				1				24.0	24.0				2				28.6	28.6
MADONNA COLLEGE		IIB			2	2	----		18.2	16.0	17.4			3	2	----		20.9	18.4	19.9
MARYGROVE COLLEGE		IIA	5	5	5	5	23.2	18.9	16.2	13.4	17.4	5	5	5	5	26.3	21.5	18.3	15.2	19.8
MERCY COLLEGE OF DETROIT	LFO	IIB	3	3	2	2	25.5	21.1	18.0	15.5	19.3	2	3	3	2	30.1	24.7	20.8	17.8	22.5
MICH CHRISTIAN COLLEGE		III			5			----	16.5	----	16.5			5			----	18.5	----	18.6
MICHIGAN STATE UNIVERSITY	3	I	3	2	1	4	35.8	27.7	23.0	15.8	29.9	2	2	1	3	43.2	33.8	28.4	20.0	36.4
MICHIGAN TECHNOLOGICAL U		IIA	1	1	2	2	35.2	26.7	21.5	17.7	26.0	1	1	1	2	42.7	32.8	26.5	21.9	31.8
MID MICHIGAN CMTY COLLEGE		IV				3				19.7	19.7				3				23.0	23.8
MONROE CO CMTY COLLEGE		III	1	1	1*		30.4	27.8	25.8	----	27.1	2	1	1*		35.5	32.7	30.2	----	31.8
MONTCALM CMTY COLLEGE		IV				1				24.0	24.0				2				27.4	27.4
MUSKEGON BUSINESS COLLEGE		IV				4				16.7	16.7				4				19.4	19.4
MUSKEGON CMTY COLLEGE		IV				1				26.2	26.2				1				30.2	30.2
NAZARETH COLLEGE		IIB			4	4	----	----	16.3	13.3	17.1			4	5	----	----	18.1	14.5	18.7
NORTH CEN MICH COLLEGE		IV				2				22.7	22.7				2				25.5	25.5
NORTHERN MICH UNIVERSITY		IIA	3	3	2	2	29.1	23.4	20.6	16.7	23.9	2	3	2	2	35.7	28.9	25.4	20.7	29.4
NORTHWESTERN MICH COLLEGE		III																		
NORTHWOOD INSTITUTE		IIB			5				14.7	----	13.5			5				17.5	----	16.2
OAKLAND COMMUNITY COLLEGE		IV				1				29.4	29.4				1				33.5	33.5
OAKLAND UNIVERSITY		IIA	1	2	3	1	33.9	25.8	20.2	18.1	25.2	1	1	2	1	42.6	33.0	25.7	22.9	32.0
OLIVET COLLEGE		IIA	5	5	5		21.8	18.6	15.5		17.7	5	5	5		25.3	21.9	18.0		20.6
REFORMED BIBLE COLLEGE		IIB		4			----	17.7	----	----	17.3		4			----	20.7	----	----	20.2
SACRED HEART SEMINARY C	LFO	IIB					----	----			----					----	----			----
SAGINAW VLY STATE COLLEGE		IIA																		
SNT CLAIR CO CMTY COLLEGE		IV				1				26.5	26.5				1				30.3	30.3
SAINT MARY'S COLLEGE		IIB						----	----		----						----	----		----
SCHOOLCRAFT COLLEGE		IV				1				27.8	27.8				1				30.5	30.5
SHAW COLLEGE AT DETROIT		IIB		5	5	5	----	16.2	14.1	12.6	14.3		5	5	5	----	18.0	15.9	14.6	16.1
SIENA HEIGHTS COLLEGE	LFO	IIA		5	5			17.7	16.6		16.6		5	5			20.0	18.7		18.8
SOUTHWESTERN MICH COLLEGE		IV				3				19.2	19.2				3				22.1	22.1
SPRING ARBOR COLLEGE		IIB	5	5	5		19.8	17.4	15.2		17.2	5	5	5		23.0	20.4	17.7		20.0
SUOMI COLLEGE		IV				3				19.3	19.3				2				23.7	23.7
THOMAS M COOLEY LAW SCH		IIA	1*	1*			45.7	35.2	----		38.3	1*	1*			52.2	41.0	----		44.3
UNIVERSITY OF DETROIT		I	5	3	3		30.8	26.7	21.2		26.2	4	3	3		37.1	32.0	25.1		31.4
U MICHIGAN-ANN ARBOR		I	1	1	1	3	39.8	28.4	23.1	16.9	33.3	1	1	1	2	48.1	35.3	29.0	21.8	40.6
U OF MICHIGAN-DEARBORN		IIA	2	3	3		30.4	23.9	19.5	----	23.0	2	2	2		37.8	30.3	25.0	----	29.1
U OF MICHIGAN-FLINT		IIA	2	2	2		32.1	25.2	21.3	----	25.1	2	2	1		39.4	31.3	27.1	----	31.4
WASHTENAW CMTY COLLEGE		IV				1				28.3	28.3				1				33.3	33.3
WAYNE COUNTY CMTY COLLEGE		IV				1				25.2	25.2				1				29.6	29.6
WAYNE STATE UNIVERSITY		I	2	2	3	4	36.7	27.6	21.6	16.1	27.8	2	2	3	4	44.0	33.6	25.8	18.5	33.4
WEST SHORE CMTY COLLEGE		IV				2				21.2	21.2				2				24.7	24.7
WESTERN MICH UNIVERSITY		I	5	5	4	5	31.1	24.5	20.4	15.6	25.3	4	4	4	4	37.8	29.9	25.0	19.3	30.9
WESTERN THEOLOGICAL SEM		IIA	5				19.9		----		18.3	4				30.6		----		28.7
MINNESOTA																				
ANOKA-RAMSEY CMTY COLLEGE		IV				2				23.5	23.5				1				29.4	29.4
AUGSBURG COLLEGE		IIB	3	3	2		24.9	20.4	18.3	----	20.9	2	3	2		30.3	24.9	21.6	----	25.2
AUSTIN COMMUNITY COLLEGE		IV				1				25.0	25.0				1				31.2	31.2
BEMIDJI STATE U	1	IIA	2	2	2	2	30.7	26.3	21.0	16.9	25.8	3	2	2	2	35.3	30.5	24.8	20.1	30.0
BETHANY LUTHERAN COLLEGE		IV				4				15.4	15.4				4				20.3	20.3
BETHEL COLLEGE		IIB	2	2	2	2	25.9	21.9	18.6	15.6	21.4	2	2	2	2	31.4	26.5	22.1	18.7	25.8
BETHEL THEOL SEMINARY		IIA	4				26.9	----	----		24.7	4				31.6	----	----		29.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	81	22.			9.3	10.5	9.6	13.0	65	45	38	8	7	10	17	8	31.7	25.8	22.4	15.0	30.7	25.3	19.6	16.3
18.					-----	-----	-----	-----	1	2	1	6				3	----	----	----	----				----
19.	93.	88.			11.8	12.4	14.1	14.2	106	89	91	9	9	26	35	5	40.8	30.2	23.6	----	37.4	28.2	21.6	----
6.	99.	97.	50.	7.	7.5	7.5	9.1	8.8	102	129	87	11	11	27	39	16	35.0	28.1	24.0	23.5	32.8	26.9	22.6	19.2
4.	98.	83.	15.	25.	14.6	17.0	18.5	15.9	539	310	137	11	42	63	51	5	36.2	28.7	22.9	----	33.7	27.2	22.9	----
4.	91.	82.	11.	25.	9.0	16.5	19.8	2.9	103	97	32	3	1	48	31	1	----	28.0	22.3	----	----	26.8	22.3	----
25.	97.	89.	7.		17.0	16.6	17.0	20.4	30	11	55	3	31	16	37	9	39.8	27.7	22.9	----	39.1	28.4	23.4	----
15.	ALL	60.	11.		14.4	17.1	16.7	15.8	30	37	29	10	3	6	9	3	----	25.6	23.1	----	----	24.4	22.9	----
5.	ALL	93.	55.		21.9	17.0	19.6	33.4	25	42	44	4	9	12	12	2	29.2	24.1	21.7	----	27.0	22.5	20.1	----
16.	97.	ALL			15.0	11.5	14.1	-----	19	6	15	2	11	10	22	3	32.1	26.2	19.8	----	31.8	25.0	18.9	----
19.	86.	81.			10.0	9.6	11.1	-----	5	6	2		2	10	13	1	----	22.6	----		----	22.9	----	----
23.	ALL	ALL			13.1	14.4	16.0		73	14	56		1	4	24		----	----	20.9		----	----	19.9	
21.	90.	69.	11.		14.4	14.7	17.8	-----	60	65	39	4		2	8	2	34.5	27.5	22.8	----			20.9	----
8.	ALL	ALL	81.	17.	12.1	12.8	12.8	13.4	42	37	39	3	15	12	23	3	29.3	26.3	22.5	----	27.9	24.7	22.1	----
23.	96.	68.	57.						21	17	9	6	4	5	5	4	----	----	----	----	----	----	----	----
18.	ALL	94.	24.						31	28	21	10	6	3	13	6	34.1	----	20.4	17.7	31.9	----	18.3	16.5
26.	ALL	71.	30.		9.8	10.8	11.1	-----	31	16	8			5		3	28.3	----	18.0			----		----
19.								2.8				35				8				25.9				25.5
18.	ALL	73.	10.		-----	11.0	11.0		5	29	9	4		4	11		----	----	21.7	----		----	18.4	
22.												3				13				----				----
15.				98.								32				9				30.6				23.3
22.	91.	29.	20.		7.4	9.7	15.3	12.2	105	34	29	7	7	7	11	3	27.3	23.3	21.2	----	24.4	22.4	21.9	----
11.	ALL	67.			7.2	-----			13	3							28.9	----						
19.					10.5	9.9	12.0	-----	13	15	5	1	1	3	1		----	----	----	----	----	----	----	
26.	96.	94.	61.	10.	8.0	8.0	8.0	8.0	171	134	144	34	18	29	56	24	32.0	26.4	22.2	17.5	30.9	25.2	21.3	16.9
17.				94.								144				72				28.5				26.9
20.	ALL	ALL	20.						11	4	13	5		3	4	2	24.0	----	----	----		----	----	----
22.								8.8				6								18.5				
22.												24				17				24.2				24.6
12.	ALL	ALL	94.		6.3	7.0	7.8	12.1	27	62	24	14	6	21	30	22	31.8	28.2	23.6	19.8	31.3	28.0	24.1	18.3
21.										3	3				1			----	----				----	
21.				83.								10				8				22.4				20.2
19.	72.								17	4			1	2			33.9	----						
25.	98.	93.	46.	13.	5.8	7.1	6.8	5.8	208	127	83	12	41	52	61	18	30.6	25.4	22.6	18.6	28.3	24.5	21.0	17.8
23.	92.	81.	55.	36.	8.0	8.0	8.0	8.0	60	134	158	43	6	14	38	27	27.8	24.2	21.5	19.8	28.9	22.8	19.6	17.8
19.				ALL								19				5				----				----
19.								6.5				33				8				20.4				17.7
19.	ALL	ALL	ALL	ALL	-----	-----	-----	-----	1	4	3	2			1			----	----					
20.	93.	92.	56.						14	11	17	1		1	8	1	20.6	18.2	14.6				15.8	
11.				96.				8.5				150				76				25.9				22.4
24.	90.	86.	23.		6.9	7.1	6.4	-----	47	83	17		2	22	18		30.7	25.6	20.8			23.9	19.5	
19.	71.								7	3				1			13.3	----						
17.												29				22				27.4				27.4
24.	86.	95.	25.						11	18	17	3	3	2	3	5	----	----	----	----	----	----	----	----
22.	ALL	88.	20.		8.8	9.8	10.2	-----	37	48	30	2		8	11	2	27.2	23.6	20.7			23.9	19.7	
14.				91.								74				28				26.7				25.6
24.	ALL	90.			9.7	10.6	10.7	-----	28	26	9	3	2	5	5	2	----	----	----	----	----	----	----	----
20.												14				6				23.0				20.0
18.									11	10	6	6	1		5	13	26.6	23.9	----	20.5			----	17.0
24.	92.	95.	74.						11	38	28	10	1	4	7	8	26.6	----	19.8	15.8		----	18.5	14.6
18.					10.0	10.0	10.0	10.0	29	35	33	20	6	21	16	11	24.2	22.1	20.3	18.0	23.1	21.4	19.3	17.2
21.	42.	94.	46.						12	16	19	1		[illegible]	5		27.7	24.3	----				----	
7.												9				12				17.5				20.6
19.												240				107				24.2				23.5
14.	25.	17.	3.		-----	11.8	9.8	8.7	1	2	10	11	3	4	23	20			19.3	16.6	----		17.7	15.7
14.	ALL	ALL	18.		11.3	10.7	10.5	-----	2	6	6	1	4	9	15	6	----	18.6	16.2	----	----	19.0	16.2	----
17.	78.	59.	23.		10.2	10.5	10.3	9.8	4	19	5	3	5	13	21	18	----	21.1	----	----	----	21.0	----	----
12.		ALL	14.			-----	-----	-----		4	5	4			3	2		----	----	----			----	----
22.	99.	91.	10.		8.5	9.8	10.6	11.3	23	423	343	69	75	97	158	56	36.0	28.0	23.9	15.6	33.1	26.2	21.2	16.1
23.	98.	87.	36.		10.2	10.4	11.5	11.7	86	96	82	39	1	10	17	13	----	26.8	21.8	18.2	----	24.9	20.2	16.0
17.				97.				14.6				23				12				19.9				19.4
17.	ALL	ALL	84.	20.					14	10	12	4	1		7	1	30.4	27.8	26.1	----			25.2	
14.				ALL				9.9				15				7				24.4				23.1
16.												12				7				16.9				16.4
15.				90.								74				28				27.0				24.2
9.	ALL	ALL	21.		-----	-----	13.2	16.1		3	3		5	1	11	7		----	----		----	----	----	13.3
12.				94.								23				9				23.0				21.9
23.	98.	93.	40.	4.	9.3	11.2	11.3	11.1	98	82	31	18	9	19	29	27	29.3	23.7	21.5	17.6	27.4	22.4	19.6	16.1
					10.4	6.9	8.1	6.1																
20.										2	3	1		1	3	3			----				----	----
14.				99.								168				80				30.3				27.6
27.	98.	89.		8.	6.9	8.5	9.2	8.6	77	105	67	12	3	20	33	26	----	25.9	20.5	19.5	----	25.2	19.4	17.4
17.	80.	63.							10	7	14	2		1	7	1	21.8	18.6	15.3				15.7	
17.	ALL	14.				5.9			4	5	4	2		4			----	----	----	----		----		
---					-----	-----			1	2							----	----						
					9.1	10.3	11.8	11.7																
14.								13.8				67				37				27.5				24.8
---						-----				1	2							----	----					
10.								8.2				100				40				28.2				26.7
13.					-----		1.7			6	9	3	2	1	4	6		----	----	----	----	----	----	----
13.						17.4	14.5	13.8		8	13	1		4	10	1		----	17.1			----	15.9	
15.												30				12				19.7				18.0
17.	88.	88.	62.		6.9	7.1	6.9	-----	8	10	10			6	3	1	19.8	17.6	----			17.2	----	
23.				47.				9.7				11				6				19.0				20.1
16.	89.								9	6	4			1			45.7	35.2	----					
20.	99.	74.	36.	14.					70	66	51	4	5	12	24	3	----	27.6	22.2		----	21.3	18.9	
22.	ALL	94.			7.1	7.9	10.5	6.3	833	268	232	7	52	80	116	15	40.1	29.0	23.9	17.0	34.6	26.5	21.4	16.9
27.	98.	92.			2.8	3.3	4.5	-----	44	50	30	3	4	10	13	1	----	24.1	19.8	----	----	22.9	18.8	----
25.	ALL	90.			6.6	6.7	6.4	-----	31	41	15	2	2	11	10	1	----	25.4	21.2	----	----	24.4	21.6	----
18.				92.				9.1				97				31				28.6				27.5
17.				ALL				8.0				91				97				27.3				23.2
20.	99.	83.	24.		7.2	7.4	7.5	6.6	300	239	177	8	41	81	100	32	37.2	27.9	22.0	14.9	33.1	26.9	21.0	16.4
17.				81.								17				9				22.3				19.1
22.	99.	89.	40.	3.	7.5	8.5	9.1	9.4	270	207	158	23	22	64	67	16	31.3	24.8	20.6	16.3	29.1	23.6	19.7	14.6
57.	ALL	ALL			9.9	-----	-----		6	1	3			1			19.9		----					
25.								11.2				44				23				24.5				21.4
21.	ALL	85.	21.		8.2	13.5	22.1	-----	18	24	12	2	3	10	7	4	----	20.4	18.3		----	20.3	18.3	----
25.								9.7				23				7				26.9				18.8
16.	ALL	76.	48.		11.1	16.6	14.0	11.5	57	41	41	7	7	5	11	2	30.8	----	21.0	----	29.6	----	21.1	----
32.				81.				4.2				12				3				----				----
21.	79.	36.	17.		10.5	10.8	10.6	10.5	31	21	21	9	2	4	8	3	25.9	----	18.8	----		----	17.9	----
19.	67.	20.			9.9	11.1	-----		9	5	2				1		26.9	----	----				----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MINNESOTA (CONTD)																				
BRAINERD CMTY COLLEGE		IV				1				25.4	25.4				1				31.6	31.6
CARLETON COLLEGE		IIB	1	1	1	2	32.7	24.2	19.8	16.3	27.1	1	1	2	2	39.3	28.8	23.0	18.7	32.3
COLLEGE OF SAINT BENEDICT	LFO	IIB	3	3	3	3	24.5	21.0	17.7	14.5	17.9	3	3	3	3	28.5	24.8	20.7	16.7	20.9
COLLEGE OF SNT CATHERINE		IIB	1	2	2	2	29.8	22.9	18.9	16.0	21.6	2	2	2	2	33.8	26.5	22.0	18.1	24.9
COLLEGE SAINT SCHOLASTICA	LFO	IIB		2	3	2		21.3	17.6	16.2	17.7		2	3	2		25.5	20.5	18.6	20.6
COLLEGE OF SAINT TERESA		IIB	5	4	3	4	20.1	19.2	17.5	14.0	17.7	5	4	3	4	23.3	22.3	20.4	16.4	20.6
COLLEGE OF SAINT THOMAS	LFO	IIA	2	2	1	2	32.8	26.3	22.0	17.2	23.5	2	2	2	3	36.8	30.6	25.6	19.7	27.3
CONCORDIA C AT MOORHEAD		IIB	2	1	1	2	27.9	23.8	19.6	15.7	22.3	2	2	2	3	32.4	27.5	22.2	17.3	25.5
CONCORDIA C-SAINT PAUL		IIB	3	2	1	1	23.8	21.5	19.5	16.9	20.5	3	2	1	1	27.9	25.7	23.4	20.6	24.6
FERGUS FALLS CMTY COLLEGE		IV				1				25.3	25.3				1				31.6	31.6
GUSTAVUS ADOLPHUS COLLEGE		IIB	1	2	3		28.5	22.8	17.7	----	22.7	1	1	2		35.1	27.9	21.5	----	27.7
HAMLINE UNIVERSITY		IIB	2	2	3		28.4	21.2	17.8		23.4	1	2	2		35.1	25.9	21.1		28.5
HIBBING COMMUNITY COLLEGE		IV				2				23.2	23.2				1				29.2	29.2
INVER HILLS CMTY COLLEGE		IV				2				23.7	23.7				1				29.6	29.6
ITASCA COMMUNITY COLLEGE	15	IV				2				23.0	23.0				1				28.9	28.9
LAKEWOOD CMTY COLLEGE		IV				1				24.8	24.8				1				30.9	30.9
LUTHER THEOLOGICAL SEM		IIA	5	5	4		23.1	20.5	19.2		21.5	5	5	5		23.6	21.0	19.6		22.0
MACALESTER COLLEGE		IIB	1	1	2	2	31.2	24.4	19.0	16.4	25.8	1	1	2	2	36.5	28.8	22.1	18.9	30.2
DR MARTIN LUTHER COLLEGE		IV				5				11.6	11.6				5				13.2	13.2
MESABI COMMUNITY COLLEGE		IV				1				26.5	26.5				1				32.9	32.9
MINNEAPOLIS CMTY COLLEGE		IV				1				24.4	24.4				1				30.5	30.5
METROPOLITAN STATE U	1	IIB		3	4		----	20.5	15.4	----	19.5		2	3		----	25.4	19.6	----	23.9
MINNEAPOLIS C-ART DESIGN		IIB	2	2	2		26.3	22.1	18.5	----	20.9	3	2	3		30.0	25.3	21.0	----	23.9
MOORHEAD STATE UNIVERSITY	1	IIA																		
NORMANDALE CMTY COLLEGE		IV				2				22.6	22.6				2				28.3	28.3
NORTH CEN BIBLE COLLEGE		IV				3				18.0	18.0				4				20.5	20.5
N HENNEPIN CMTY COLLEGE		IV				1				24.3	24.3				1				30.4	30.4
NORTHLAND CMTY COLLEGE		IV				1				26.4	26.4				1				32.7	32.7
NORTHWESTERN COLLEGE		IIB		2	1		----	22.6	19.5	----	21.1		2	1		----	26.8	23.0	----	25.0
NTHWSTN LUTH THEOL SEM		IIA	5				23.2		----		21.3	5				24.4		----		22.6
RAINY RIVER CMTY COLLEGE		IV				2				22.4	22.4				2				28.2	28.2
ROCHESTER CMTY COLLEGE		IV				2				23.6	23.6				1				29.6	29.6
SAINT CLOUD ST UNIVERSITY	1	IIA	2	2	2	3	30.8	26.2	21.0	16.0	25.3	3	2	2	3	34.8	29.9	24.4	19.1	29.0
SAINT JOHN'S UNIVERSITY	LFO	IIB	1	1*	1*	1	31.8	26.0	21.9	18.3	22.6	1	1	1*	1	39.1	31.6	26.0	21.2	27.0
SAINT MARY'S COLLEGE	LFO	IIB	3	3	3		25.0	20.7	17.6	----	19.9	3	3	3		28.7	24.0	20.4	----	23.0
SAINT MARY'S JR COLLEGE	LFO	III			4				17.1	----	16.5			4				19.7	----	19.2
SAINT OLAF COLLEGE		IIB	1	1	1	1	32.0	24.8	19.6	17.5	24.0	1	1	2	1	39.2	30.4	22.4	19.5	28.7
SAINT PAUL BIBLE COLLEGE		IIB		4	3	3	----	18.7	16.8	14.3	17.2		4	3	3	----	22.3	19.9	16.9	20.4
SAINT PAUL SEMINARY		IV				5				12.6	12.6				5				14.5	14.5
STHWST STATE UNIVERSITY	1	IIB																		
UNITED THEOLOGICAL SEM		IIB	4				22.3				22.3	3				27.4				27.4
U OF MINN MNPLS SNT PAUL	26	I	4	5	4	2	33.4	24.5	20.5	18.0	27.5	3	4	2	1	41.7	31.0	26.1	23.1	34.5
U OF MINNESOTA DULUTH	26	IIA	2	3	4	2	30.2	23.3	19.1	17.6	22.9	2	2	2	1	38.0	29.6	24.4	22.6	29.0
U OF MINNESOTA MORRIS	26	IIB	1	2	3	3	29.7	22.3	17.6	15.1	21.0	1	1	2	1	37.4	28.3	22.6	19.5	26.7
U MINN TECH COL CROOKSTON	26	III		3	2	3		22.0	20.0	16.1	19.7		2	1	2		28.1	25.5	20.0	25.2
U OF MINN TECH C-WASECA	26	III		2	2	2		23.0	19.7	17.4	19.8		2	2	1		29.3	25.2	22.5	25.3
VERMILION CMTY COLLEGE		IV				2				22.6	22.6				2				28.4	28.4
WILLMAR CMTY COLLEGE		IV				1				25.7	25.7				1				31.9	31.9
WINONA STATE UNIVERSITY	1	IIA	2	2	2	4	30.7	25.9	20.9	15.4	25.0	2	2	2	3	36.1	30.8	25.1	18.9	29.8
WORTHINGTON CMTY COLLEGE		IV				2				23.0	23.0				1				28.8	28.8
MISSISSIPPI																				
ALCORN STATE UNIVERSITY		IIA	4	4	3	4	26.2	22.6	19.3	15.4	19.3	5	4	4	4	28.5	24.7	21.1	16.9	21.1
BELHAVEN COLLEGE		IIB			5		----	----	15.3		17.1			4		----	----	18.2		20.2
BLUE MOUNTAIN COLLEGE		IIB		5	5		----	13.8	13.5		14.3		5	5		----	16.2	15.2		16.4
COAHOMA JUNIOR COLLEGE		IV				4				16.5	16.5				4				18.0	18.0
COPIAH-LINCOLN JR COLLEGE		IV				4				16.9	16.9				4				18.4	18.4
DELTA STATE UNIVERSITY		IIA	4	4	4	4	26.7	21.9	19.0	15.7	21.0	4	5	4	4	29.0	23.8	20.8	17.3	23.0
EAST CENTRAL JR COLLEGE		IV				4				16.5	16.5				4				18.0	18.0
EAST MISS JUNIOR COLLEGE		IV				4				16.0	16.0				4				17.8	17.8
HINDS JUNIOR COLLEGE		IV				3				18.1	18.1				4				19.8	19.8
HOLMES JUNIOR COLLEGE		IV				4				16.5	16.5				4				18.1	18.1
ITAWAMBA JUNIOR COLLEGE	15	IV				4				16.4	16.4				4				18.2	18.2
JONES CO JUNIOR COLLEGE		IV				3				18.1	18.1				4				19.8	19.8
MARY HOLMES COLLEGE		IV																		
MERIDIAN JUNIOR COLLEGE		IV				4				17.1	17.1				4				18.9	18.9
MILLSAPS COLLEGE	PNA	IIB																		
MISS DELTA JUNIOR COLLEGE		IV				3				17.7	17.7				4				19.6	19.6
MISS GULF CST JC JACKSON		IV				3				19.2	19.2				3				21.0	21.0
MISS GULF CST JC PERKNSTN		IV																		
MISSISSIPPI ST UNIVERSITY		I	5	4	4	4	31.8	25.1	20.8	15.9	26.2	5	5	5	5	34.4	27.3	22.7	17.4	28.4
MISS UNIVERSITY FOR WOMEN		IIA	4	4	3	3	26.2	22.5	19.4	16.2	21.3	5	4	4	4	28.5	24.6	21.2	17.8	23.2
MISS VLY ST UNIVERSITY		IIA	4	4	4	4	25.1	22.4	18.0	15.2	19.2	5	5	5	5	27.4	24.5	19.8	16.7	21.0
NORTHEAST MISS JR COLLEGE		IV				4				17.3	17.3				4				19.0	19.0
NORTHWEST MISS JR COLLEGE		IV				4				15.6	15.6				5				17.3	17.3
PEARL RIVER JR COLLEGE		IV				4				15.8	15.8				5				17.1	17.1
PHILLIPS COLLEGE		IV				5				8.9	8.9				5				10.9	10.9
PRENTISS NORM-INDUS INST		IV				5				9.2	9.2				5				10.2	10.2
REFORMED THEOLOGICAL SEM		IIA	5				23.0	----	----		20.7	5				27.2	----	----		24.4
RUST COLLEGE		IIB				5		----	----	12.5	13.3				5		----	----	14.4	15.4
SOUTHWEST MISS JR COLLEGE		IV				5				15.1	15.1				5				16.3	16.3
U OF MISSISSIPPI MAIN CAM		I	4	4	4	5	32.7	25.5	20.4	15.1	25.2	5	5	5	5	35.5	27.9	22.3	16.7	27.4
U OF SOUTHERN MISSISSIPPI		I	4	4	4	4	32.0	25.7	20.6	16.5	24.4	5	5	5	5	34.8	28.0	22.6	18.2	26.6
UTICA JUNIOR COLLEGE		IV				4				16.3	16.3				4				18.0	18.0
WESLEY COLLEGE		IIB							----		----							----		----
WILLIAM CAREY COLLEGE	PNA	IIA																		
WOOD JUNIOR COLLEGE		IV				5				10.8	10.8				5				12.2	12.2
MISSOURI																				
ASSEMBLIES GOD GRAD SCH		IIA	4				24.8	----			23.3	5				27.5	----			25.9
AVILA COLLEGE	LFO	IIB		1	2	1	----	23.7	18.6	17.4	20.7		2	3	2	----	26.6	20.9	19.1	23.2
CALVARY BIBLE COLLEGE		IIA						----	----	----	13.8						----	----	----	16.7
CARDINAL GLENNON COLLEGE		IIB																		
CARDINAL NEWMAN COLLEGE		IIB			4				15.9		15.9			4				18.5		18.5
CENTRAL BIBLE COLLEGE		IIB			4		----	----	16.1	----	16.4			5		----	----	17.7	----	18.0
CENTRAL METHODIST COLLEGE		IIB	4	4	4	4	22.8	18.2	16.3	13.7	17.6	4	4	4	4	26.1	21.0	18.4	15.8	20.1
CENTRAL MO ST UNIVERSITY		IIA	4	4	4	5	26.2	22.8	19.1	14.7	20.8	4	4	4	5	28.6	24.9	21.0	16.2	22.9
CHRIST SEMINARY-SEMINEX		IIA	5				21.0				21.0	5				24.2				24.2
COLUMBIA COLLEGE		IIB	4	4	5		21.9	18.5	15.3		18.0	4	4	5		24.2	20.5	17.0		19.9
CONCORDIA SEMINARY		IIA	5	5			19.3	16.4	----		16.8	4	4			28.8	25.5	----		25.9
COVENANT THEOLOGICAL SEM		IIA	5				19.4		----		19.9	5				22.3		----		22.7
CROWDER COLLEGE		IV				4				15.4	15.4				5				16.5	16.5
DRURY COLLEGE		IIA	4	5	5	5	25.4	19.6	15.7	12.0	19.5	4	5	5	5	29.0	22.4	18.1	14.0	22.3
EAST CENTRAL COL		IV				3				18.8	18.8				4				20.8	20.8
EVANGEL COLLEGE		IIB	4	4	3	4	22.9	19.2	16.6	13.0	16.9	4	4	4	5	25.0	21.0	18.1	13.8	18.3
SNT LU CC-FLORISSANT VLY		III	1	1	1	2	31.0	25.6	21.0	16.6	25.4	2	3	3	4	32.4	26.8	22.0	17.3	26.6

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.								10.2				20				3				----				----
19.	98.	81.	13.		12.1	14.0	14.7	16.0	61	26	15	1	5	5	9	8	----	----	20.2	----	----	----	19.0	----
17.	78.	71.	24.		28.1	8.5	5.3	6.7	3	11	17	15	6	10	25	18	----	21.3	18.6	15.8	----	20.8	17.1	13.4
15.	90.	93.	31.		14.2	13.0	14.7	14.5	8	17	17	2	2	23	18	5	----	22.4	19.1	----	----	23.2	18.8	----
16.	ALL	90.	26.	6.	-----	8.3	8.2	8.1	1	7	9	6	1	3	10	10		21.3	17.2	15.2			18.0	16.8
16.	ALL	64.	36.		-----	12.8	16.4	-----	5	7	7	1	1	7	4	8	----	19.4	----	----	----	19.1	----	----
16.	ALL	83.	6.		13.0	15.2	15.8	16.4	14	34	59	15		7	20	3	32.0	26.4	22.8	----		26.2	20.0	----
15.	ALL	73.	42.	5.	10.5	10.8	11.0	13.2	32	40	32	9	1	6	16	10	27.9	23.8	19.7	15.5		23.6	19.3	16.0
20.	ALL	81.	20.		11.0	11.0	11.0	11.0	7	16	10	4			5	4	23.8	21.5	----	----			----	----
25.								9.7				17				7				26.5				22.6
22.	95.	93.	5.		9.0	8.9	8.8	9.6	38	50	21	3	1	6	19	2	----	22.9	18.2	----	----	22.0	17.0	----
22.	ALL	79.	9.		10.3	11.3	11.4	-----	35	20	13	1	2	4	9		28.4	----	17.8			----	17.8	
25.								6.7				19				7				25.3				17.7
25.								12.2				36				20				24.3				22.6
26.								10.5				24				10				23.4				22.2
25.								11.3				50				20				25.7				22.3
2.	ALL	64.							19	13	7	1		1	1	1	23.1	20.5	19.2					
17.	ALL	96.	22.		13.3	14.1	16.4	16.3	54	23	13	6	5	4	10	7	----	----	19.2	17.2	----	----	18.8	15.7
14.												50				11				11.6				11.2
24.								9.6				24				3				----				----
25.								11.7				26				24				24.5				24.3
22.	ALL	58.							2	9		2	2	3	7	1	----	----		----	----	----	15.4	----
14.	43.				-----	4.8	8.6	-----	7	16	9	4		4	5	4	26.3	----	----	----		----	----	----
					16.0	16.9	13.0	12.0																
26.								11.7				66				48				23.3				21.5
14.												13								18.0				
25.								11.0				45				33				25.1				23.2
24.								10.5				13				2				----				----
19.									4	7	14	2	2		4	3	----	22.6	----	----	----		----	----
6.	ALL	ALL		ALL	9.5	-----	10.0		7	2	5	1					23.2		----					
26.								10.5				16				4				----				----
25.								10.8				50				34				26.2				19.8
15.	99.	72.	64.		11.7	17.4	12.4	14.7	158	60	100	29	17	15	38	17	30.9	26.3	21.3	16.2	30.1	25.5	20.2	15.6
20.	78.	94.	47.		8.8	9.5	11.2	13.0	9	31	38	6		4	7		31.8	----	22.4	18.3		----	19.2	
16.	ALL	87.	26.		13.1	13.4	10.7	-----	12	18	29	1	1	5	5		----	----	----	----	----	----	----	
16.	ALL	ALL	8.						1		1	1		2	25	4							17.1	----
19.	ALL	97.	15.		10.5	10.1	11.6	11.3	45	60	36	11	3	11	25	15	----	25.0	19.9	17.2	----	23.7	19.3	17.7
19.	ALL	44.	22.		-----	-----	9.4	-----	2	9	7	3	1		2	4	----	18.7	----	----	----		----	----
15.												8								12.6				
					16.9	20.2	14.5																	
23.	ALL	ALL	ALL						7	2	1						22.3							
26.	98.	95.	14.						829	358	284	32	45	100	153	43	33.6	25.0	21.2	19.5	30.4	22.9	19.3	16.9
27.	99.	98.	37.						72	97	69	20	3	14	40	15	----	23.5	19.5	18.8	----	21.8	18.4	16.1
27.	95.	96.	40.						18	22	27	4	1	3	8	8	29.7	----	17.7	----		----	17.4	----
28.	ALL	ALL	72.						1	12	22	5		1	7	7		22.0	20.4	----			18.7	----
28.	ALL	ALL	45.						1	6	19	5			3	3		23.0	----	----			----	----
26.								12.3				16				5				----				----
24.								9.7				26				1				----				----
19.	ALL	81.	47.		14.3	19.1	15.1	12.2	57	46	33	8	5	13	27	8	----	26.3	21.5	16.8	----	24.6	20.3	14.0
26.								10.7				19				6				24.4				18.5
9.	88.	46.	14.						10	19	29	23	7	5	29	23	----	----	19.5	16.4	----	----	19.1	14.4
18.	60.	33.	38.	ALL	-----	-----	7.8	-----	5	4	7			2	6	1	----	----	15.0				15.6	
15.	80.	78.	9.						4	2	5		1	7	6		----		----			13.8	----	
9.												36				24				16.5				16.6
9.												47				32				17.4				16.0
9.	65.	26.	11.		11.7	13.6	12.5	14.6	47	22	35	20	7	9	20	22	26.6	21.9	19.3	15.6	26.9	21.8	18.6	15.8
9.												24				11				16.3				16.9
11.								18.0				35				25				16.0				15.9
10.												141				158				17.9				18.3
10.												35				25				16.8				16.1
11.								18.6				54				50				16.5				16.3
10.												64				53				18.3				17.9
								4.1																
10.												45				62				17.6				16.8
11.												45				50				17.7				17.8
9.								11.9				39				40				20.0				18.5
								9.7																
9.	81.	75.	63.		10.5	10.5	10.5	10.6	310	224	135	31	20	31	52	24	32.0	25.3	21.6	17.6	28.1	23.7	18.[illegible]	13.7
9.	92.	78.	33.		9.0	11.8	9.9	9.3	25	9	18	5	14	9	39	15	26.7	22.7	19.0	----	25.1	22.4	19.5	----
9.	72.	41.	21.		11.1	11.7	11.4	16.0	12	26	37	19	6	3	24	15	24.7	----	18.2	15.9	26.0	----	17.7	14.3
10.												55				59				17.2				17.4
11.				43.								64				77				15.7				15.4
8.												56				41				15.7				15.9
22.												6				7				10.2				7.8
12.												5				5				----				----
18.									9	5	3						23.0	----	----					
16.		60.	13.		-----	-----	-----	15.7	3	5	7	9	1		1	6		----	----	12.6				12.5
8.												21				18				15.9				14.2
9.	90.	70.	16.		9.4	10.8	11.9	13.3	131	101	92	20	6	18	37	25	----	25.9	21.2	15.5	----	23.7	18.5	14.8
9.	82.	48.	16.		13.6	12.7	12.5	11.3	100	144	102	22	14	34	94	26	32.3	25.9	21.1	16.7	30.1	24.8	20.0	16.3
11.								15.0				31				24				16.0				16.4
---	ALL	ALL	80.							1	1	1	1		4								----	
13.								11.6				5				10				----				----
11.									6	3	1						24.8	----						
12.	20.				-----	11.9	12.3	15.4	4	9	11	2	1	11	11	10	----	25.3	18.2	----	----	22.4	19.0	----
21.										3	3	4			1	1		----	----	----				
					-----	-----	-----																	
17.					-----	-----	9.5			2	11		1		2				15.9					
10.									3	5	11	4		2	3	2	----	----	----	----			----	
14.	64.	ALL	29.		7.4	10.6	8.5	9.6	11	11	16	4		1	8	5	22.8	18.2	16.2	----			16.3	----
10.	ALL	97.	52.	4.	1.0	-.2	2.0	3.9	85	91	126	34	12	12	44	33	26.3	22.8	19.3	14.7	25.7	22.4	18.5	14.6
15.						-----	-----		11	2	1						21.0							
11.	ALL	82.	29.		4.1	5.1	5.8	-----	4	12	6	2	5	5	11	1	----	----	14.2		----	----	14.8	
55.	ALL	20.			13.2	13.5	-----	-----	8	15	5	2					19.3	16.4	----					
14.	57.				8.7		-----		7		1						19.4		----					
7.								8.0				19				6				15.7				14.4
15.	95.	74.	6.		9.1	9.8	9.3	-----	21	18	14	2	1	4	3	7	----	----	----	----	----	----	----	----
6.												35				14				19.5				17.1
9.	ALL	64.	40.	5.	7.8	8.2	8.7	11.1	10	11	21	13	2		14	6	22.9	19.2	16.8	12.9			16.3	13.1
8.									33	42	20	4	11	17	16	7	31.1	25.9	21.2	----	30.7	24.9	20.7	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MISSOURI (CONTD)																				
FONTBONNE COLLEGE	LFO	IIA		5	5	5	----	16.1	13.5	12.1	14.7		5	5	5	----	18.7	15.6	14.1	17.1
SNT LU CC-FOREST PARK		III	1	1	2	3	30.6	26.7	21.0	16.3	24.7	2	2	3	4	31.9	27.9	21.9	17.1	25.8
HANNIBAL-LAGRANGE COLLEGE		IV																		
HARRIS-STOWE STATE C		IIB			2		----	----	19.2	----	19.9			2		----	----	22.4	----	23.1
JEFFERSON COLLEGE		IV				3				18.4	18.4				4				19.2	19.2
KANSAS CITY ART INSTITUTE		IIB	2	3	3		26.2	19.9	16.7		22.0	3	4	4		29.7	22.7	18.5		24.9
KEMPER MILITARY SCH AND C		III					----				----					----				----
LINCOLN UNIVERSITY		IIA	5	5	5	5	22.8	20.7	16.5	14.5	17.7	5	5	5	5	25.7	23.3	18.7	16.4	20.0
THE LINDENWOOD COLLEGES		IIA	4	5	5		24.5	20.6	17.1		19.1	4	5	5		29.3	23.8	19.3		21.8
LOGAN C OF CHIROPRACTIC		IIA			3	5	----	----	20.3	11.5	16.5			3	5	----	----	22.9	13.0	18.9
MARYVILLE C-SAINT LOUIS		IIB	3	4	4		25.3	19.3	15.8		19.2	3	4	5		28.6	21.9	17.6		21.6
SAINT LOUIS CC-MERAMEC		III	1	1	2	2	30.5	26.0	20.6	16.6	24.7	2	3	3	4	31.9	27.2	21.6	17.4	25.9
LONGVIEW CMTY COLLEGE		IV				1				25.5	25.5				2				27.0	27.0
MAPLE WOODS CMTY COLLEGE		IV				1				25.5	25.5				2				27.0	27.0
PENN VALLEY CMTY COLLEGE		IV				2				23.4	23.4				2				24.9	24.9
PIONEER COMMUNITY COLLEGE		IV								----	----								----	----
MINERAL AREA COLLEGE		IV																		
MISSOURI BAPTIST COLLEGE		IIB			5	5	----	----	14.6	12.5	15.1			5	4	----	----	17.8	15.5	18.5
MISSOURI STHN ST COLLEGE		IIB	2	2	2	2	25.8	22.4	19.0	16.0	20.0	4	3	3	3	26.4	23.0	19.7	16.7	20.7
MISSOURI VALLEY COLLEGE		IIB		5	5	3	----	16.6	15.2	14.3	15.8		5	4	3	----	19.3	18.1	16.5	18.4
MISSOURI WSTN ST COLLEGE		IIB	2	1	1	2	27.1	23.7	19.7	15.6	21.1	3	3	3	4	27.9	24.5	20.5	16.4	21.9
MOBERLY JUNIOR COLLEGE		IV				4				16.3	16.3				5				17.1	17.1
NAZARENE THEOLOGICAL SEM		IIA	5				23.7	----	----		23.2	4				28.9	----	----		28.1
NTHEST MO ST UNIVERSITY		IIA	4	3	4	4	27.5	23.9	19.0	15.5	21.1	4	4	4	4	30.1	26.4	21.1	17.3	23.3
NTHWST MO ST UNIVERSITY		IIA	4	4	4	3	26.6	21.9	18.4	16.1	20.5	4	4	4	3	30.9	25.6	21.6	19.0	24.0
PARK COLLEGE		IIB	5		4		19.9	----	15.4		17.5	5		5		22.7	----	17.7		20.0
SAINT LOUIS U-PARKS C		IIB	3	3	5	3	23.1	19.8	14.3	14.4	17.6	4	3	5	4	26.6	23.1	16.5	16.1	20.2
ROCKHURST COLLEGE		IIB	2	2	1	1	27.1	22.6	20.6	17.5	21.7	2	2	2	1	30.3	25.8	23.0	19.4	24.4
SNT LOUIS CHRISTIAN C		IV	1*				13.7				13.7	1*				16.0				16.0
SNT LOUIS COLLEGE OF PHAR		IIB			1*		----	----	21.4	----	22.9			1		----	----	23.6	----	25.1
SAINT LOUIS U MAIN CAMPUS	6	I	5	5	5	2	31.4	23.7	19.8	18.0	25.6	5	5	5	3	35.9	27.3	23.0	20.8	29.4
SAINT MARY'S C O'FALLON		IV				5				12.6	12.6				5				14.0	14.0
SAINT MARY'S SEM-COLLEGE	LFO	IIB																		
SAINT PAUL'S COLLEGE		III			5	5	----	----	10.7	8.6	10.8			5	5	----	----	14.4	11.3	14.3
SCHOOL OF THE OZARKS		IIB																		
STHEST MO ST UNIVERSITY		IIA	3	4	4	5	27.7	22.4	18.1	14.4	20.3	4	4	5	5	30.4	24.7	20.1	16.2	22.5
SOUTHWEST BAPTIST COLLEGE		IIB	4	4	4	4	22.6	18.3	15.9	14.0	17.8	3	3	3	2	28.3	23.1	20.4	18.0	22.5
STHWST MO ST UNIVERSITY	27	IIA	3	3	3	3	28.4	23.5	19.8	16.2	22.5	4	4	4	4	31.2	25.9	22.0	18.1	24.8
STATE FAIR CMTY COLLEGE		IV				5				14.8	14.8				5				15.4	15.4
STEPHENS COLLEGE		IV				3				17.8	17.8				3				20.8	20.8
TARKIO COLLEGE		IIB			4	3		----	15.7	14.6	15.5			5	3		----	17.9	16.6	17.7
THREE RIVERS CMTY COLLEGE	5	IV				4				16.0	16.0				5				16.4	16.4
TRENTON JUNIOR COLLEGE		IV				5				15.0	15.0				5				15.7	15.7
U OF MISSOURI-COLUMBIA		I	4	4	3	3	32.1	25.2	21.1	17.2	26.6	4	4	3	3	37.7	29.9	25.3	20.7	31.5
U OF MISSOURI-KANSAS CITY		I	5	4	4	5	31.5	25.0	20.5	14.7	25.8	4	4	4	5	37.0	29.4	24.4	17.7	30.5
U OF MISSOURI-ROLLA		I	4	4	3		32.3	25.6	21.8	----	27.7	4	4	2		38.0	30.4	26.1	----	32.9
U OF MISSOURI-SAINT LOUIS		I	4	4	4	5	34.0	25.3	20.8	14.9	24.2	3	4	4	5	39.9	30.1	24.9	18.1	28.7
WASHINGTON UNIVERSITY		I	2	2	2	2	37.0	27.3	22.4	18.6	30.3	2	2	2	2	44.8	32.6	26.4	21.9	36.4
WEBSTER COLLEGE		IIA	4	5	4		24.6	20.6	17.6	----	20.2	4	4	4		29.0	24.8	20.9	----	24.1
WESTMINSTER COLLEGE		IIB	3	3	3		24.5	19.9	17.1	----	19.5	3	3	3		29.1	23.6	19.5	----	22.9
WILLIAM JEWELL COLLEGE		IIB	3	3	3	2	25.1	20.5	17.8	15.8	20.1	3	3	3	2	29.6	24.4	20.9	18.3	23.7
WILLIAM WOODS COLLEGE		IIB	4	4	3	3	22.9	19.4	16.7	14.3	17.6	4	4	4	4	26.8	22.6	18.5	15.7	19.9
MONTANA																				
CARROLL COLLEGE	LFO	IIB	3	3	3		25.5	20.1	17.0	----	19.0	3	3	3		29.0	22.8	19.4	----	21.6
COLLEGE OF GREAT FALLS	LFO	IIB	4	4	3		21.9	18.0	16.8	----	18.0	4	4	4		25.0	20.5	18.9	----	20.4
DAWSON COMMUNITY COLLEGE		IV				2				21.0	21.0				2				24.6	24.6
MILES COMMUNITY COLLEGE		IV				3				19.4	19.4				3				23.3	23.3
MONTANA C MINRL SCI-TECHN		IIA	2	1	1		32.6	26.5	21.8		26.2	2	2	2		38.0	31.1	25.7		30.8
BIG SKY BIBLE COLLEGE		IIB				3				14.7	14.7				3				17.0	17.0
MONTANA STATE UNIVERSITY		I	5	5	4	3	30.4	24.7	21.1	17.1	25.1	5	5	4	3	35.4	28.9	24.8	20.2	29.3
NORTHERN MONTANA COLLEGE		IIA																		
ROCKY MOUNTAIN COLLEGE		IIB	4	5	5		20.5	17.2	14.8	----	16.9	4	4	4		25.5	21.4	18.5	----	21.0
UNIVERSITY OF MONTANA		I	5	5	5	3	28.2	22.4	19.5	17.4	24.3	5	5	5	2	33.1	26.4	23.1	21.0	28.6
WESTERN MONTANA COLLEGE		IIA	4	4	4		27.0	22.3	18.1		21.5	4	4	4		31.6	26.3	21.5		25.3
NEBRASKA																				
BELLEVUE COLLEGE		IIB		5	5			15.7	13.0		13.6		5	5			19.2	15.5		16.3
CEN TECH CMTY C AREA		IV				4				15.8	15.8				4				18.5	18.5
CHADRON STATE COLLEGE		IIA	3	3	3	4	28.4	24.0	19.6	15.6	22.2	3	3	3	4	32.5	27.6	22.6	18.1	25.5
COLLEGE OF SAINT MARY		IIB		4	4	2		18.7	16.3	16.0	16.1		5	4	3		19.8	18.1	17.1	17.4
CONCORDIA TCHRS COLLEGE		IIA	5	5	5	5	21.9	19.3	16.6	12.8	18.7	5	5	5	5	26.2	23.4	20.0	15.2	22.5
CREIGHTON UNIVERSITY		IIA	2	1	3	4	32.4	27.1	20.3	15.6	24.1	2	2	3	4	37.0	31.0	23.0	17.7	27.5
DANA COLLEGE		IIB	4	4	3	2	20.7	18.0	17.3	15.4	17.9	4	4	3	3	24.0	20.6	19.6	17.5	20.4
DOANE COLLEGE		IIB	4	4	3	3	22.1	19.1	16.8	14.5	17.8	4	4	3	4	25.2	21.8	19.3	16.0	20.2
GRACE C OF THE BIBLE		IV				4				15.7	15.7				4				18.2	18.2
HASTINGS COLLEGE		IIB	3	3	3	3	23.7	19.9	17.2	15.0	19.4	3	3	3	3	27.2	23.1	20.0	17.3	22.4
KEARNEY STATE COLLEGE		IIA	4	4	4	4	26.2	21.8	19.2	15.4	21.7	4	4	4	4	30.1	25.1	22.1	17.8	25.0
MCCOOK COMM COLLEGE		IV				3				18.8	18.8				3				22.9	22.9
METROPOLITAN TECHNICAL CC		IV				4				16.9	16.9				4				20.4	20.4
MID PLAINS CC		IV				3				19.3	19.3				3				23.2	23.2
MIDLAND LUTHERAN COLLEGE		IIB	4		4	3	21.7	----	16.6	14.6	17.2	4		4	3	25.2	----	19.1	16.5	19.8
NEBR CHRISTIAN COLLEGE		IIB								----	----								----	----
NEBR WESLEYAN UNIVERSITY		IIB	4	4	4		22.8	19.4	16.4	----	19.4	3	3	4		27.5	22.9	19.2	----	23.0
NEBRASKA WESTERN COLLEGE		IV				2				21.9	21.9				2				26.1	26.1
NORTHEAST TECHNICAL CC		IV				3				17.8	17.8				3				21.8	21.8
PERU STATE COLLEGE		IIB	2	1	1	1	28.0	23.5	20.2	16.6	21.3	2	2	1	2	32.1	27.0	23.3	19.2	24.5
STHEST CC FAIRBY-BEATRICE		IV				4				17.2	17.2				4				20.0	20.0
SOUTHEAST CC LINCOLN CAM		IV				4				15.9	15.9				4				18.7	18.7
SOUTHEAST CC MILFORD CAM		IV				4				16.8	16.8				4				19.6	19.6
U OF NEBRASKA-LINCOLN		I	4	4	3	5	33.1	25.6	21.5	15.3	27.5	4	4	3	5	38.0	29.6	25.0	18.0	31.7
U OF NEBRASKA AT OMAHA		IIA	4	3	4	3	27.3	23.0	18.4	16.6	22.2	4	4	4	3	31.7	26.8	21.6	19.5	25.9
WAYNE STATE COLLEGE		IIA	4	3	4	5	27.2	23.2	18.7	14.7	20.7	4	4	4	4	31.2	26.6	21.6	17.0	23.8
YORK COLLEGE		III			5			----	13.3		14.0			5			----	14.6		15.3
NEVADA																				
CLARK CO CMTY COLLEGE		IV				2				21.7	21.7				2				24.4	24.4
NORTHERN NEV CMTY COLLEGE		IV				2				21.5	21.5				2				24.4	24.4
U OF NEVADA RENO	3	I	3	2	3	1	35.2	27.5	21.8	20.1	29.0	4	4	4	1	39.4	31.1	24.7	22.9	32.6
U OF NEVADA LAS VEGAS	3	IIA	1	1	1	1	34.7	27.4	23.2	20.2	27.9	2	2	2	1	38.7	30.9	26.3	22.8	31.4
WESTERN NEV CMTY COLLEGE		IV				2				20.8	20.8				2				23.9	23.9
NEW HAMPSHIRE																				
CASTLE JUNIOR COLLEGE		IV																		
DANIEL WEBSTER COLLEGE		III		4	4	3	----	21.3	18.3	15.5	19.2		4	4	3	----	23.9	21.0	18.4	21.9
DARTMOUTH COLLEGE		I	2	3	3	2	37.4	26.5	21.7	17.7	29.3	2	3	3	3	47.0	32.0	25.3	20.1	35.9
FRANKLIN PIERCE COLLEGE		IIA	5	5			21.5	19.0	----		19.6	5	5			25.3	22.3	----		23.0
FRANKLIN PIERCE LAW CTR		IIA	1				35.9				35.9	1				41.4				41.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	ALL	64.	10.		-----	6.2	6.5	5.2	1	8	5	2	3	16	16	10	----	16.8	----	----	----	15.7	----	----
5.									24	28	13	6	6	21	19	13	30.4	26.8	20.3	17.0	31.2	26.6	21.5	16.0
								7.9																
16.	ALL	ALL	50.		-----	-----		-----	3	1	6	3	1	4	14		----		17.9	----		----	19.7	
4.				49.								61				26				19.0				17.2
13.	94.	83.			9.4	10.7	10.3	-----	14	14	4		2	1	3	1	26.2	19.9	----				----	
---	ALL								3				1				----							
13.	82.	43.	26.						17	19	33	18	5	4	24	13	----	----	16.8	15.1	----	----	16.2	13.6
15.	78.	71.	19.						7	10	18			4	13		24.5	----	17.2			----	17.0	
14.									4	3	9	8	2			4	----	----	20.3	----	----			----
13.	93.	74.	5.		9.0	9.0	9.0	-----	8	10	4	1	6	9	17	2	----	19.1	----		----	19.5	----	
5.					9.8	12.0	13.3	14.3	35	45	20	6	12	18	12	21	30.3	25.9	21.1	16.1	31.1	26.3	19.8	16.8
6.				93.				5.0				46				13				26.0				23.7
6.				91.								27				5				----				----
6.				80.				5.0				53				42				24.5				22.1
---				14.												4								----
								9.7																
23.					-----	-----	5.0	5.0	5	2	3	4		2	3	2	----	----	----	----		----	----	----
3.	90.	90.	54.	18.	1.2	1.4	1.5	1.9	20	37	48	20		4	9	19	25.8	----	19.0	16.5		----	18.9	15.4
17.	ALL	77.	30.		-----	5.0	7.9	-----	3	11	7	4		4	3	5	----	----	----	----		----	----	----
4.	90.	91.	49.						19	27	46	11	1	6	17	10	----	23.7	20.0	15.5	----	23.8	18.9	15.8
5.				52.				14.6				15				12				17.3				15.1
21.	67.				13.2	-----	-----		9	3	4						23.7	----	----					
11.	96.	98.	46.	21.					40	55	55	25	5	11	32	22	----	23.9	19.4	15.9	----	24.3	18.3	15.0
17.	92.	88.	49.						49	50	63	22	4	7	28	16	----	22.0	18.2	16.5	----	21.5	18.6	15.6
15.	ALL	25.	17.		7.0	-----	7.0	-----	11	3	7			1	5		19.9	----	----			----	----	
15.	ALL	88.	25.		17.7	8.8	10.4	6.3	12	7	13	10		1	3	3	23.1	19.8	14.3	----				----
12.	92.	79.	20.		11.3	11.8	10.3	13.0	8	15	19	9	4	4	6	4	----	----	20.8	----	----	----	20.0	----
17.									11				2				13.7							
11.	ALL	67.	17.						4	5	8	2		1	4	3	----	----	----			----	----	
15.	99.	94.	26.	17.	9.7	11.3	11.2	9.3	132	80	30	7	16	34	38	28	31.8	24.0	19.3	19.8	28.3	23.0	20.2	17.6
11.								13.5								12								12.6
						-----	-----	-----																
33.	ALL	ALL	50.						3	4	9	3			1	3	----	----	10.7	----				----
					8.8	10.5	10.1																	
11.	96.	85.	36.	2.		1.2	1.5	4.6	78	61	99	37	7	14	39	44	27.7	22.5	18.1	14.6	27.4	22.0	18.1	14.3
27.	80.	47.	83.	13.	10.5	12.4	12.9	-----	17	13	15	11	3	2	9	5	----	----	16.3	----	----	----	15.3	----
10.	99.	90.	45.	24.	3.9	4.9	5.7	5.9	137	96	84	49	14	20	44	50	28.6	23.6	19.9	16.5	26.7	23.1	19.7	15.9
5.												30				19				15.1				14.2
17.				58.				10.5				51				48				19.1				16.4
14.	ALL	20.			-----	-----	17.2	19.2	1	4	11	5	1	1	5	3		----	----	----			----	----
3.				61.								32				17				16.0				15.9
5.				56.								12				15				16.1				14.1
18.	99.	87.	18.	9.	6.8	6.7	6.6	5.2	368	198	153	29	21	43	59	39	32.4	25.5	21.6	17.6	28.0	23.8	19.9	16.9
18.	99.	82.	17.	25.	3.1	3.9	6.5	4.6	161	121	90	2	10	32	43	10	31.6	25.5	21.2	----	30.1	23.0	18.9	----
19.	98.	89.	20.		3.5	6.3	6.1	-----	130	95	49	2		3	6	3	32.3	----	22.4	----		----	16.9	----
19.	98.	97.	14.	5.	6.6	4.8	6.7	5.6	52	102	58	18	5	13	33	24	----	25.4	21.6	16.3	----	24.5	19.4	13.9
20.	97.	88.	[illegible]						248	118	97	9	13	23	40	7	37.2	27.8	22.9	18.7	33.7	24.5	21.1	18.4
19.	63.	18.							7	15	13	4	9	13	10	1	25.7	19.9	17.5	----	23.8	21.3	17.7	
17.	ALL	91.			8.9	12.0	13.9	-----	12	10	17			1	2	3	24.5	----	----			----	----	----
18.	88.	88.	33.		11.0	11.1	12.5	12.9	23	10	14	5	1	7	16	6	25.1	21.1	17.7	----		19.7	17.9	----
13.	ALL	93.	22.						3	11	6	8	5	4	12	9	----	----	16.6	15.2	----	----	16.8	13.5
14.	ALL	75.	28.		8.7	9.7	9.7	-----	9	13	21	2	1	3	8	4	25.5	----	17.0			----	17.1	----
13.	ALL	91.	50.		14.1	15.8	17.2	-----	6	9	11	2		2	1	1	21.9	----	----	----		----	----	----
18.				6.								16								21.0				
20.								12.4				13				10				20.3				18.3
17.	88.	60.	5.		21.6	18.5	19.7	-----	17	28	15	2		2	4	2	32.6	26.5	----				----	
15.								15.6				6								14.7				
17.	90.	71.	18.		15.8	15.5	17.7	14.3	173	138	106	11	12	19	60	16	30.4	24.7	21.5	18.1	30.2	24.6	20.4	16.5
					14.0	15.0	15.2	13.7																
24.	ALL	ALL	33.		4.0	-----	-----		8	5	5	3	1	1	1	2	----	----	----	----	----	----	----	----
18.	98.	87.	10.		14.2	15.9	16.0	-----	166	105	60	6	10	15	21	2	28.3	22.4	20.0	----	26.1	21.9	18.1	----
18.	86.	54.	33.	ALL	12.8	13.0	15.1	-----	7	12	8	1		1	7		27.0	22.3	18.7				17.5	
20.										5	17	2		4	5	1		----	----			----	----	
17.												86				40				16.1				15.1
15.	ALL	95.	55.	9.	12.5	13.3	14.1	13.9	25	20	18	15				7	28.4	24.0	19.6	15.4				16.1
8.	ALL	50.	7.		-----	12.7	15.3	14.8		3	7		2	5	7	17		----	----			----	----	16.0
21.	ALL	97.	45.						21	29	13	5		4	7	3	21.9	----	16.7	----		----	16.4	----
14.	92.	83.	23.		10.9	10.9	10.6	11.7	51	83	76	8	1	10	42	14	32.4	27.5	21.3	15.1		22.8	18.4	15.8
15.	ALL	ALL	56.						8	10	7	5		4	4	3	20.7	----	----	----		----	----	----
14.	ALL	90.	11.		8.1	8.0	8.1	8.6	7	8	14	4	2	4	4	5	----	----	----	----	----	----	----	----
16.												16				1				----				----
16.	ALL	84.	13.		10.0	10.0	10.5	10.6	12	[illegible]	12	5	2	2	4	4	----	----	----	----	----	----	----	----
15.	ALL	94.	66.	43.	10.7	13.2	12.6	12.8	84	[illegible]	46	12	5	5	16	28	----	----	19.3	15.5	----	----	18.9	15.3
22.								9.6				17				4				----				----
20.								11.0				62				48				17.3				16.5
21.				75.				9.8				33				18				19.7				18.5
15.	ALL	83.	39.		12.2	-----	10.4	14.8	8	3	12	4	1	5	11	8	21.7	----	16.4	----		----	16.8	----
---												5								----				
19.	ALL	ALL	28.		10.7	11.7	11.7	-----	22	19	17	2	3	4	8	1	----	----	16.4	----	----	----	16.4	----
19.												31				9				21.2				24.1
23.								10.1				59				14				18.2				16.1
15.	ALL	67.	56.	27.	10.4	10.8	10.8	11.4	8	7	14	8			4	3	28.0	23.5	----	----			----	----
16.								9.6				13				10				17.3				17.1
18.								10.3				40				49				16.4				15.4
17.												78				8				17.0				14.9
15.	98.	72.	18.						446	281	153	18	22	48	64	39	33.2	25.8	22.1	16.0	31.6	24.4	20.0	15.0
17.	ALL	78.	33.						114	94	81	19	7	20	35	18	27.5	23.2	18.5	17.3	24.7	22.1	18.1	15.8
15.	ALL	ALL	47.	5.	12.0	12.0	12.6	13.2	19	13	24	8	2	3	8	11	----	----	19.2	15.2	----	----	17.1	14.3
9.		30.	22.			-----	6.9	-----	1	5	9	2						----	13.3					
13.				62.								59				33				21.9				21.3
13.				54.								8				4				----				----
13.	94.	76.	21.						109	91	38		8	22	25	8	35.2	27.8	21.8		35.9	26.6	21.7	20.1
12.	96.	81.	33.		14.3	16.0	15.2	-----	68	117	53	3	6	31	17	8	34.9	27.4	23.2	----	32.5	27.5	23.2	----
15.				30.								19				12				20.9				20.6

14.	67.	65.	11.		-----	12.5	13.0	14.6	3	25	16	6		3	13	7	----	----	19.1	16.2		----	17.2	15.0
22.	99.	81.			12.6	12.9	12.9	11.9	146	51	66	7	5	11	51	5	----	26.8	22.2	----	----	25.1	21.0	----
17.	94.	95.	17.		6.7	7.0	-----	-----	16	20	4	2	1	1	2		21.5	19.0	----					
15.	ALL	50.							12	1	1	1		1		1	35.9							

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW HAMPSHIRE (CONTD)																				
U OF NH KEENE ST COLLEGE	1	IIA	4	4	4	4	26.2	22.4	19.2	15.7	21.2	4	4	4	4	30.7	26.2	22.5	18.4	24.8
NATHANIEL HAWTHORNE C		IIB			4	5			16.5	11.8	13.4			4	5			18.4	12.7	14.6
NEW ENGLAND COLLEGE		IIB	3	2	4		23.4	21.5	16.1	----	19.7	3	2	4		27.4	25.1	18.8	----	23.0
NEW HAMPSHIRE COLLEGE		IIA		3	2	2	----	23.2	20.5	16.8	21.4		3	2	2	----	29.1	25.8	21.5	26.9
NH TECHNICAL INSTITUTE		III	5		5	4	21.9	----	15.6	14.2	19.2	5		5	4	25.2	----	18.3	17.0	22.2
NH VOC-TECH C BERLIN		III	5	5			20.9	17.5	----	----	17.8	5	5			23.1	19.5	----	----	19.7
NH VOC-TECH C CLAREMONT		III		5	5	5	----	17.3	15.4	12.2	15.8		5	5	5	----	20.1	17.5	14.2	18.2
NH VOC-TECH C LACONIA		III		5			----	15.9	----		16.4		5			----	18.4	----		18.9
NH VOC-TECH C MANCHESTER		III	5	5			20.8	17.4			19.3	5	5			23.9	20.1			22.2
NH VOC-TECH C NASHUA		III	5				19.2	----			18.2	5				21.6	----			20.5
NH VOC-TECH C PORTSMOUTH		III		5				16.5			16.5		5				18.6			18.6
NOTRE DAME COLLEGE	LFO	IIB			5		----	----	13.7	----	14.1			5		----	----	15.1	----	15.7
U NH PLYMOUTH ST COLLEGE		IIA	4	4	3	3	27.3	22.5	19.6	16.3	22.4	3	3	3	2	33.5	27.7	24.3	20.3	27.6
RIVIER COLLEGE		IIA		5	5	5	----	19.6	15.8	13.8	17.5		5	5	5	----	22.3	18.2	15.7	19.9
SAINT ANSELM COLLEGE	LFO	IIB	2	2	2	3	25.7	21.8	18.3	15.0	20.1	3	2	2	3	29.5	25.3	21.1	17.2	23.2
U OF NEW HAMPSHIRE	5	I	4	4	5	4	32.6	25.4	20.0	16.2	24.6	4	4	4	3	38.5	30.4	24.2	19.8	29.3
NEW JERSEY																				
ATLANTIC CMTY COLLEGE		III	2	2	1	3	27.9	24.8	21.6	16.4	22.9	2	2	1	2	33.6	30.0	26.2	20.1	27.8
BERGEN COMMUNITY COLLEGE		III	1*	1	1	1	33.3	27.9	23.2	18.3	25.6	1*	1	1	1	39.1	32.8	27.5	22.3	30.4
THE BERKELEY SCHOOL		IV				4				15.5	15.5				5				17.5	17.5
BLOOMFIELD COLLEGE		IIB	2	2	2	1	26.8	21.5	18.8	17.8	21.8	2	2	1	1*	32.5	26.3	23.3	22.0	26.6
BROOKDALE CMTY COLLEGE		III	1*	1*	1	2	32.4	28.3	22.7	16.8	24.8	1	1	1	2	38.3	33.7	27.3	20.5	29.6
BURLINGTON COUNTY COLLEGE		III	2	2	1	1	28.5	24.7	21.0	18.0	23.6	2	2	2	1	33.9	29.5	25.1	21.7	28.3
CALDWELL COLLEGE		IIB	5	5		5	16.0	16.5		9.9	13.6	5	5		5	18.3	19.3		11.9	15.9
CAMDEN COUNTY COLLEGE		III	2	1	1		29.1	26.7	22.0		23.8	2	1	1		34.9	32.1	26.7		28.7
CENTENARY COLLEGE		IIB	3		4	4	23.3	----	16.4	13.2	16.9	3		4	5	27.6	----	19.0	14.7	19.5
COLLEGE OF SNT ELIZABETH		IIB			5			----	10.6		11.7			5			----	12.0		13.3
COUNTY COLLEGE OF MORRIS		III	1	1	1	1	30.9	26.2	21.7	18.6	23.7	1	1	1	1	36.6	31.2	25.9	22.3	28.2
CUMBERLAND COUNTY COLLEGE		III		1	1	2	----	25.1	22.7	17.6	22.3		1	1	1	----	30.3	27.5	21.5	26.9
DREW UNIVERSITY		IIA	1	2	3	2	33.5	25.4	19.4	17.1	26.4	1	2	3	3	40.6	31.2	23.7	20.0	32.1
ESSEX COUNTY COLLEGE	4	III	1*	1	1	1	34.2	27.5	23.5	18.7	25.5	1*	1	1*	1	40.6	33.1	28.6	22.8	30.8
FARLGH DCKSN U EDW WMS C		III						----	----		25.6						----	----		31.6
FARLGH DCKSN FLORHAN-MAD		IIA	1	1	2		33.7	27.2	21.4	----	29.2	1	1	2		41.1	33.5	26.1	----	35.7
FARLGH DCKSN U RUTHERFD		IIA	1	1	1	2	33.7	27.4	22.7	16.8	28.1	1	1	1	2	41.0	33.7	27.9	20.9	34.4
FARLGH DCKSN TEANECK CAM		IIA	1*	1*	1	3	36.2	28.7	21.7	16.5	31.0	1	1	1	3	43.9	35.3	26.5	19.9	37.7
FELICIAN COLLEGE		IIB		5	5	4	----	16.7	14.7	13.9	15.3		5	5	4	----	18.3	16.5	16.0	17.1
GEORGIAN COURT COLLEGE	LFO	IIB		3	1	2	----	20.8	20.0	15.7	19.6		3	2	2	----	24.3	23.0	17.9	22.5
GLASSBORO STATE COLLEGE		IIA	1	1	1	2	33.5	26.7	21.7	17.8	26.5	2	2	2	2	39.3	31.5	25.7	21.4	31.2
GLOUCESTER COUNTY COLLEGE		III		1	1	1*	----	25.2	22.8	21.2	23.6		1	1	1*	----	30.7	27.9	26.0	28.8
IMMACULATE CONCEPTION SEM		IIA					----		----		7.4					----		----		9.5
JERSEY CITY STATE COLLEGE		IIA	1	1*	1	2	35.7	28.6	22.6	17.5	27.8	1	1	1	2	42.5	34.6	27.5	21.5	33.4
KEAN C OF NEW JERSEY		IIA	1	1	2	2	34.6	27.5	21.7	16.9	26.7	1	1	1	2	41.8	33.5	26.4	20.6	32.5
MERCER CO CMTY COLLEGE		III	1	1	1	2	30.5	25.5	21.0	16.5	22.9	1	1	1	2	36.5	30.8	25.6	20.2	27.7
MONMOUTH COLLEGE		IIA	2	2	2	4	30.3	25.1	20.6	15.6	24.9	3	3	2	3	34.8	29.5	24.4	18.8	29.1
MONTCLAIR STATE COLLEGE		IIA																		
NEW BRUNSWICK THEOL SEM		IIA																		
NTHESTN BIBLE COLLEGE		IIB						----			----						----			----
OCEAN COUNTY COLLEGE		III	1*	1*	1	3	33.3	28.3	21.5	16.0	24.9	1*	1*	1	3	39.4	33.8	25.4	19.1	29.6
PASSAIC CO CMTY COLLEGE		III	1		4	5	31.6	----	17.3	13.6	17.4	1		4	4	37.5	----	20.9	16.6	21.1
PRINCETON THEOLOGICAL SEM		IIA	1		1*		35.0		24.2	----	31.2	1*		1		45.3		28.9	----	39.7
PRINCETON UNIVERSITY		I	1	2	4	3	42.0	27.5	21.0	17.8	31.9	1	2	4	3	51.1	33.0	24.7	19.7	38.3
RAMAPO C OF NEW JERSEY		IIB	1	1*	1		30.9	26.3	21.0		25.4	1	1*	1*		37.7	32.0	25.6		31.0
RIDER COLLEGE		IIA	2	2	3	1	32.7	25.2	20.4	18.5	24.8	2	2	3	2	38.5	30.3	24.1	21.0	29.4
SAINT PETERS COLLEGE		IIB	2	2	3	2	26.8	22.0	17.6	15.4	21.5	2	2	3	2	31.0	25.7	20.7	18.4	25.1
SALEM COMMUNITY COLLEGE		III		3	2	3	----	22.7	19.8	15.6	18.5		3	2	3	----	27.5	24.6	19.2	22.6
STEVENS INST TECHNOLOGY		I	2	1	1*		37.4	28.2	24.7	----	31.6	2	2	1		45.1	33.5	28.5	----	37.6
STOCKTON STATE COLLEGE		IIB	1	1	2	2	30.9	24.5	19.1	16.0	21.4	1	1	1	1	37.0	29.4	23.2	19.4	25.8
TRENTON STATE COLLEGE		IIA	1	1	1	2	34.1	27.5	21.9	17.4	26.0	1	1	1	2	41.6	33.5	27.0	21.2	31.8
UNION COLLEGE		III	1	2	4		31.6	24.2	17.3	----	22.8	1*	1	3		39.2	30.3	21.9	----	28.5
UNION CO TECHNICAL INST		IV				2				20.3	20.3				2				24.7	24.7
UPSALA COLLEGE		IIA	3	3	4		27.9	23.4	18.3	----	22.1	3	3	4		34.6	28.5	21.7	----	26.8
WESTMINSTER CHOIR COLLEGE		IIA	4	4	5	5	24.4	21.6	17.6	13.2	20.2	4	4	4	5	29.7	26.5	21.5	16.2	24.7
WILLIAM PATERSON COLLEGE		IIA	2	2	2	3	32.7	26.0	20.5	16.2	25.7	1	1	2	3	39.9	32.0	25.2	20.0	31.5
NEW MEXICO																				
COLLEGE OF SANTA FE		IIB																		
COLLEGE OF THE SOUTHWEST		IV				4				17.5	17.5				4				20.0	20.0
EASTERN NM U MAIN CAMPUS		IIA	2	1	1	2	31.6	26.4	22.4	17.5	24.5	2	2	2	2	36.5	30.6	26.0	20.4	28.4
EASTERN NM U ROSWELL		III																		
NEW MEXICO HIGHLANDS U		IIA	3	4	4	4	27.6	22.4	19.1	15.7	21.8	3	4	4	4	32.3	26.2	22.4	18.4	25.5
NM INST OF MINING & TECHN		I	4	3	4		31.8	26.8	21.0		26.4	5	3	4		36.9	31.2	24.4		30.6
NEW MEXICO JUNIOR COLLEGE		IV				1				23.7	23.7				2				27.1	27.1
NEW MEXICO MILITARY INST		III		3	2	2	----	22.9	20.4	17.5	20.0		3	2	2	----	26.0	23.8	20.3	23.1
NM STATE U MAIN CAMPUS		I	3	4	4	4	34.4	25.8	20.8	16.3	27.2	3	4	4	4	39.7	30.2	24.2	18.8	31.7
NM STATE U CARLSBAD		III																		
NM STATE U GRANTS BRANCH		III																		
UNIVERSITY OF ALBUQUERQUE	LFO	IIB		5	5	5	----	16.6	12.9	12.0	14.8		5	5	5	----	18.6	14.3	13.4	16.6
U OF NM MAIN CAMPUS		I	3	4	4	3	34.4	25.6	20.6	17.2	26.9	4	4	4	3	39.2	29.6	24.0	20.1	30.9
U OF NM GALLUP BRANCH		IV				3				18.6	18.6				3				21.7	21.7
WESTERN NM UNIVERSITY		IIA	2	1	2	4	32.2	27.0	21.1	15.5	23.3	2	2	2	4	37.6	31.6	24.7	18.1	27.3
NEW YORK																				
ACADEMY OF AERONAUTICS		III	5	5	5	5	19.5	17.1	14.3	13.2	15.8	5	5	5	5	23.7	20.8	17.5	16.3	19.3
ADELPHI UNIVERSITY		I	3	3	2	1	35.0	26.9	22.2	18.8	27.3	3	3	3	2	41.7	32.0	25.9	21.3	32.2
ALBANY COLLEGE PHARMACY		IIB	1	1*			32.4	26.8	----	----	26.5	1	1*			40.9	33.4	----	----	33.3
ALFRED UNIVERSITY		IIA	3	4	4	4	28.2	21.8	17.8	15.1	21.9	3	4	4	4	33.0	25.7	21.2	18.1	25.8
ALFRED U/NY ST C CERAMICS		IIA	2	3	5		30.8	23.7	16.5		24.5	2	2	4		39.5	30.2	21.1		31.4
BARD COLLEGE		IIB	2	1	2		28.2	23.3	19.2		24.7	2	1	1		34.1	28.3	23.3		29.9
BARNARD COLLEGE		IIB	1*	1*	1	2	38.8	26.8	19.9	15.9	26.1	1*	1*	1	1	5[illegible].4	33.9	25.0	19.7	33.3
BERKELEY SCHOOL-HICKSVL		IV				5				14.1	14.1				5				16.0	16.0
BERK-CLAREMONT NEW YORK		IV				5				12.8	12.8				5				14.7	14.7
THE BERKELEY SCHOOL		IV				5				12.8	12.8				5				14.6	14.6
BROOKLYN LAW SCHOOL		IIA	1*			1*	49.8	----	----	20.6	42.2	1*			1	59.0	----	----	22.7	49.3
CANISIUS COLLEGE		IIA	3	2	3		30.0	25.1	20.3	----	24.5	3	3	3		34.6	29.3	23.7	----	28.4
CAYUGA CO CMTY COLLEGE		III																		
CAZENOVIA COLLEGE		III				5	----	----	----	11.5	14.0				5	----	----	----	13.0	15.9
CUNY BERNARD M BARUCH COLLEGE		IIA	1*	1*	1*	1*	40.9	32.4	25.8	21.2	30.8	1*	1*	1*	1*	50.5	40.0	31.9	26.2	38.1
CUNY BOROUGH MANHATTAN COM COL		III	1*	1*	1*	1	39.8	32.8	27.6	19.4	31.5	1*	1*	1*	1	49.2	40.5	34.0	23.9	38.9
CUNY BRONX COMM COLL		III	1*	1*	1*		40.8	33.5	28.8	----	33.1	1*	1*	1*		50.1	41.2	35.4	----	40.8
CUNY BROOKLYN COLLEGE		IIA	1*	1*	1*	1	41.2	32.9	25.9	19.3	33.4	1*	1*	1*	1	49.9	39.8	31.4	23.4	40.4
CUNY CITY COLLEGE		IIA	1*	1*	1*	1*	42.0	33.9	27.2	22.4	35.2	1*	1*	1*	1*	51.5	41.6	33.3	27.5	43.2
CUNY GRAD SCH AND UNIV CTR		I	1	1			42.5	30.2	----		38.3	1	1			52.1	37.0	----		47.0
CUNY HERBERT H LEHMAN COLLEGE		IIA	1*	1*	1*	1*	41.3	33.6	26.6	20.6	31.6	1*	1*	1*	1*	51.3	41.6	32.9	25.6	39.2
CUNY HOSTOS COMM COLLEGE		III	1*	1*	1*	1	40.1	34.0	27.2	18.1	27.9	1*	1*	1*	1	49.6	42.0	33.7	22.4	34.5
CUNY HUNTER COLLEGE		IIA	1*	1*	1*	1	41.0	33.1	24.8	19.4	31.7	1*	1*	1*	1	50.5	40.7	30.5	23.9	39.0
CUNY JOHN J C CRIMINAL JUSTICE		IIA	1*	1*	1*	1*	39.1	31.6	25.4	22.8	31.1	1*	1*	1*	1*	48.3	39.1	31.4	28.2	38.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
17.	ALL	92.	42.	11.	9.9	9.6	9.4	10.1	33	28	42	10	4	9	18	8	----	22.6	19.4	15.3	----	21.7	18.6	16.3
9.									1	2	6	12			1	2			16.5	11.8				
17.	41.	41.	4.						18	28	18	1	4	4	7	3	----	----	16.9		----	----	14.0	----
26.	60.	20.	9.		-----	10.3	11.6	12.5	4	14	20	7	1	6	2	3	----	24.1	20.5	----		21.0		----
16.					8.9	9.0	9.0	9.1	24	2	3		8	4	10	9	21.8		----		22.2	----	----	14.2
11.	ALL	ALL	ALL	60.					9	8	4	4	1	2	1	1	20.9	17.5	----	----				
15.	ALL	ALL	ALL	73.	-----	8.1	17.4	-----	4	10	4	4	2	5	9	9	----	----	----	----	----	----	----	----
16.	ALL	89.	ALL	50.	-----	10.5	-----	-----	5	9	4	2	1			2	----	15.9	----					
15.									11	9	1						20.8	17.4						
13.	ALL	83.	67.	75.					12	6	2	2	1		1	2	19.2	----						
13.	67.	80.	ALL	ALL					2	5	2	1	1	5				----				----		
11.					-----	-----	8.9	-----	3		6	4	2	2	5	2	----		----	----	----	----	----	----
23.	ALL	98.	55.		14.8	10.9	10.4	10.7	35	36	29	10	2	5	13	2	27.3	----	19.8	16.3		----	19.1	
14.	50.	35.			-----	10.3	10.3	-----	1	8	2	1	1	9	13	6	----	20.8	----	----	----	18.5	----	----
15.	95.	87.	46.		8.3	9.3	11.9	10.2	19	17	23	9	3	6	18	7	----	21.9	18.9	15.2	----	21.5	17.5	14.7
19.	ALL	94.	9.		10.7	11.3	11.6	9.3	142	143	103	11	1	30	48	9	----	25.5	20.7	16.2	----	24.9	18.6	16.1
21.	ALL	ALL	74.	25.					12	12	28	4	1	13	11	4	27.9	25.4	22.5	----		24.3	19.1	----
18.	ALL	95.	84.	27.					21	54	44	12	11	27	38	14	33.3	28.4	23.3	19.1	33.2	26.8	23.0	17.5
13.																15								15.5
22.	93.	57.	31.		7.7	9.1	8.5	9.0	13	10	11	2	2	4	5	4	----	----	----	----	----	----	----	----
20.	ALL	ALL	84.	17.					24	32	26	13	5	12	18	23	----	28.9	22.5	18.0	----	26.8	23.2	16.2
20.	ALL	94.	81.	25.					12	26	17	7	3	8	10	1	----	25.7	21.9	18.0	----	21.5	19.4	
17.	83.	89.							3	6		3	3	3	1	8	----	----		----	----	----		----
21.	ALL	95.	86.	ALL					11	14	42	1		6	22	1	29.1	27.1	22.6			25.7	20.9	
15.	ALL	ALL	7.						5	4	8	4	4	2	6	15	----	----	16.4	----	----	----	16.4	----
14.	ALL	75									4		2	4	8	2			----			----	----	
19.	ALL	98.	64.	33.	5.9	7.7	9.8	12.5	20	43	39	12	6	19	28	28	31.3	26.3	22.0	19.1	29.6	26.0	21.3	18.4
21.	ALL	91.	94.	80.	7.5	7.5	7.5	7.5	5	9	12	9	2	2	5	6	----	25.1	----	16.1			----	19.7
22.	ALL	91.			14.5	14.7	14.0	16.1	36	23	18	5	10	10	9	6	34.4	26.1	19.4	----	30.3	23.7	19.3	----
21.	ALL	98.	96.	79.					16	46	35	8	2	19	19	16	34.2	27.8	23.2	20.1		26.9	23.9	18.0
24.	ALL	ALL	86.						1	3	6	2		1	1	2		----	----					
22.	97.	80.	24.						54	33	14	4	7	8	3	2	34.0	27.4	----	----	31.4	26.7	----	
23.	96.	75.	56.						37	29	15	2	16	7	17	8	33.6	27.3	22.2		33.9	28.0	23.1	16.8
22.	96.	72.	14.						123	62	31	3	17	20	18	4	36.5	29.5	22.6	----	33.7	26.2	20.3	----
12.					-----	6.8	8.8	7.8	2	3	3		3	7	17	14	----	----	----		----	----	----	13.9
15.	60.	71.			-----	10.2	9.4	11.3	2	6	5	2	3	1	9	9	----	----	----	----	----	----	----	----
18.	99.	96.	80.	44.					93	72	91	7	19	13	66	2	33.7	27.1	22.0	17.8	32.4	24.4	21.3	
22.	ALL	ALL	ALL	50.	-----	8.0	8.3	8.6	4	18	22	4		4	10	2	----	----	22.8	----		----	22.7	----
28.									3		4				1		----		----					
20.	99.	95.	77.	29.	8.7	8.7	8.7	8.7	63	51	65	8	21	28	51	6	35.8	28.8	22.7	17.8	35.6	28.2	22.6	17.0
22.	ALL	94.	66.	32.					70	79	77	9	25	39	42	13	34.8	27.6	21.8	16.8	33.9	27.2	21.4	16.9
21.	ALL	94.	77.	30.					14	35	28	10			15	10	30.5	25.5	21.2	16.8			20.7	16.0
17.	ALL	90.	41.		10.0	11.1	9.7	-----	40	51	31		3	10	13	6	----	25.2	21.1		----	24.5	19.3	15.6
					8.3	10.1	8.7	10.1																
					10.7		-----	-----																
---	67.	60.			-----	11.1	-----		2	5	1		1		1			----						
19.	ALL	ALL	80.	17.					12	34	10	6	1	8	15	12	33.3	28.2	23.1	15.4		28.9	20.4	16.3
21.	ALL	ALL	33.	4.					6	3	3	8	2	1	9	20	31.6	----	----	13.9			----	13.4
27.	95.	ALL			10.0	-----	10.0	-----	21	2	3	3		2	3	1	35.0		----	----			----	
20.	ALL	ALL			11.9	13.5	13.0	20.4	295	49	154	16	9	11	37	3	42.2	27.7	21.1	----	37.9	26.3	20.8	----
22.	ALL	98.	54.		11.9	12.6	10.1	-----	28	37	38	1	9	7	19	2	31.1	26.3	21.0		30.4	26.1	20.9	
19.	85.	87.	16.	14.	8.0	8.0	8.0	-----	36	75	48	5	4	15	21	4	----	25.7	21.0	----	----	22.3	19.1	----
17.	77.	88.	20.		10.0	11.7	9.1	-----	27	44	26	3	3	6	9	4	----	22.2	17.9	----	----	20.6	16.7	----
23.	ALL	ALL	50.	30.					1	5	3	4		1	3	6	----	----	----	----		----	----	----
19.	93.	61.			12.8	14.4	12.3	-----	68	32	26	5		1	5	1	37.4	28.2	----	----		----		
21.	90.	93.	19.						19	33	39	21	1	11	20	12	30.9	24.7	19.3	16.3		23.8	18.7	15.4
22.	99.	95.	61.	26.	6.4	8.4	10.0	13.6	72	89	92	15	18	19	51	20	34.2	27.7	22.3	17.8	33.5	26.1	21.3	17.1
25.	ALL	93.	12.						22	21	15	4	2	19	11	3	31.6	24.7	17.2	----		23.7	17.5	----
22.				81.				8.7				29				34				22.6				18.4
21.	ALL	ALL	38.		11.5	11.9	14.4	-----	12	16	14	4	3	2	7		----	----	18.5	----	----	----	17.8	
22.	ALL	92.	50.		12.9	10.0	15.3	14.4	9	7	4	3	4	5	4	3	----	----	----	----	----	----	----	----
23.	96.	84.	48.	5.	12.[illegible]	[illegible]	12.3	13.8	87	69	70	11	27	33	57	8	32.8	26.3	20.6	16.1	32.4	25.5	20.4	16.5
						5.0	3.7																	
14.								12.7				8				2				----				----
16.	91.	79.	43.	13.	9.1	9.3	10.5	10.5	30	34	35	19	5	8	16	13	----	26.6	22.8	17.5	----	25.8	21.4	17.6
								11.5																
17.	94.	71.	32.						29	25	33	5	2	9	11	6	27.6	22.8	19.5	----		21.3	17.6	----
16.	87.	81.	24.		9.9	11.9	9.0		30	20	29		1	1	4		31.8	26.8	----				----	
14.								14.0				31				12				23.9				23.2
16.	ALL	ALL	71.		-----	9.5	14.2	14.1	4	8	20	16		1		8	----	----	20.4	18.5		----		15.6
16.	94.	62.	8.		11.0	10.8	10.8	10.9	189	154	116	5	8	16	39	11	34.5	26.0	21.1	----	31.4	23.5	19.7	----
					-----	-----	-----	-----																
								11.0																
12.	ALL	76.	39.	33.					5	19	8	2	1	14	15	13	----	17.1	13.3			15.9	12.7	12.0
15.	92.	79.	20.	9.	9.8	9.7	9.9	9.0	252	201	124	5	17	38	77	17	34.5	25.7	21.3	----	31.3	25.0	19.6	----
17.				5.						1		11	1			7				19.3				17.6
17.	ALL	83.	38.		7.6	10.3	6.7	-----	7	19	23	4		5	3	6	32.2	----	----	----		----	----	----
22.	ALL	83.	27.						10	16	15	13	1	2			19.5	17.1	14.3	13.2				
18.	97.	83.	24.	12.	9.4	9.4	9.7	9.9	90	85	47	10	17	53	74	7	35.2	27.0	22.5	19.2	33.9	26.7	22.0	18.3
26.	ALL	ALL			9.3	9.8	10.2	-----	9	7	4	2		1	1	3	32.4	26.8	----					----
18.	92.	88.	23.		8.2	8.6	11.7	-----	35	41	25	3	1	2	18	4	----	----	17.8	----	----	----	17.8	----
28.	ALL	ALL	89.						14	17	7				2		30.8	23.7	----				----	
21.	96.	80.			12.4	14.0	13.9		23	14	5		2	1	7		----	----	----		----	----	----	
28.	ALL	93.			10.2	9.2	11.0	12.1	19	6	23	7	27	9	26	22	40.3	26.7	19.9	15.0	37.8	26.9	19.8	16.1
14.																7								14.1
15.												2				8				----				----
15.												2				20				----				----
17.	88.				13.0	-----	-----	-----	21	1	1	2	3	2	4	4	----	----	----	----	----	----	----	----
16.	97.	92.	20.		12.2	12.3	11.5	-----	31	62	37	3	2	3	13		----	----	20.7	----	----	----	19.1	
					5.8	5.8	5.8	-----																
14.	ALL	ALL							4	4		4	4	4	3	9	----	----		----	----	----	----	----
24.	98.	81.	23.						83	88	92	22	12	32	32	6	41.0	33.0	26.0	21.3	40.1	30.6	25.3	20.9
23.	ALL	96.	68.						44	34	38	6	21	33	42	9	40.1	32.7	27.8	19.2	39.2	32.9	27.3	19.5
23.	99.	ALL	93.	25.					59	35	55	2	18	24	36	2	40.8	33.7	28.8	----	40.5	33.4	28.7	----
21.	98.	93.	40.	4.					229	177	80	24	56	72	56	22	41.5	32.9	26.5	19.3	40.0	32.9	25.1	19.4
23.	97.	91.	52.						264	163	53	3	37	36	38	4	41.9	34.0	28.1	----	42.4	33.1	25.9	----
23.	85.	47.							38	12	4		9	5			41.1	----	----		48.1	----		
24.	99.	89.	43.						73	88	44	9	20	33	33	26	41.6	33.4	26.5	21.1	40.4	33.9	26.7	20.5
24.	94.	ALL	65.	12.					10	12	15	6	8		11	11	41.0	34.0	27.6	19.9	38.9		26.7	17.1
23.	97.	89.	30.	1.					141	118	63	28	55	92	57	43	41.1	33.5	24.6	19.0	40.8	32.5	25.1	19.6
24.	94.	85.	27.						43	58	45	3	11	20	19	3	39.4	32.4	25.2	----	37.7	29.6	25.8	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IM	PR	AO	AI	IM	AR	PR	AO	AI	IM	PR	AO	AI	IM	AR
NEW YORK (CONTD)																				
CUNY KINGSBOROUGH COMM COLL		III	1*	1*	1*		41.5	34.1	28.3	----	32.7	1*	1*	1*		51.0	41.9	34.8	----	40.2
CUNY LA GUARDIA COM COLL		III	1*	1*	1	1	35.1	29.6	23.1	18.5	24.1	1*	1*	1*	1	44.2	37.3	29.0	23.3	30.3
CUNY MEDGAR EVERS COLLEGE		IIB	1*	1*	1*	1*	38.6	29.9	23.8	19.1	25.4	1*	1*	1*	1*	48.1	37.3	29.6	23.8	31.7
CUNY N Y CITY COM COLL		III	1*	1*	1*	1	40.9	33.4	26.9	18.1	29.2	1*	1*	1*	1	50.1	40.9	33.0	22.2	35.7
CUNY QUEENS COLLEGE		IIA	1*	1*	1*	1	41.5	33.1	26.8	19.6	33.4	1*	1*	1*	1	50.8	40.5	32.8	26.0	40.9
CUNY QUEENSBOROUGH COM COLL		III	1*	1*	1*	1	39.3	33.1	26.8	18.6	31.9	1*	1*	1*	1	48.4	40.8	33.0	22.9	39.3
CUNY COLL OF STATEN ISLAND		III	1*	1*	1*		41.3	34.4	28.8		33.8	1*	1*	1*		50.5	42.1	35.3		41.4
CUNY YORK COLLEGE		IIB	1*	1*	1*	1*	41.7	32.7	25.9	20.3	30.5	1*	1*	1*	1*	51.3	40.2	31.9	25.0	37.5
CLARKSON COLLEGE OF TECHN		IIA	1*	1*	1	1	37.5	28.5	22.8	19.2	27.7	1	1	2	2	44.9	34.6	26.1	21.1	32.8
CLINTON COMMUNITY COLLEGE		III		4	5		----	19.7	16.1	----	17.8		3	4		----	25.1	21.1	----	22.9
COLGATE UNIVERSITY		IIA	1*	1	3	4	38.1	27.9	20.2	15.6	26.5	1*	1	3	4	47.1	34.3	23.9	17.7	32.1
COLLEGE OF INSURANCE		IIA		3	4		----	23.4	18.5	----	22.2		2	3		----	31.1	23.8	----	29.2
COLLEGE OF MT SNT VINCENT		IIB		3	3	3	----	20.1	17.5	14.9	18.9		4	3	3	----	22.7	20.6	17.2	21.7
COLLEGE OF NEW ROCHELLE		IIA	3	4	3	4	28.2	22.7	20.0	15.7	21.3	3	3	2	3	34.8	28.0	24.6	19.7	26.4
COLLEGE OF SAINT ROSE		IIA	4	4	4	4	26.8	20.9	17.7	15.4	20.9	4	5	5	4	29.0	24.1	20.6	17.7	23.7
COLUMBIA-GREENE CC		III																		
COLUMBIA U MAIN DIVISION		I	1	1*	3		42.1	30.4	21.8	----	33.2	1	1	3		52.3	36.1	25.4	----	40.5
COLUMBIA U TCHRS COLLEGE		I	2	2	4	4	37.4	27.8	20.7	16.3	29.9	2	1	3	3	46.7	35.1	25.9	20.8	37.6
CMTY COLLEGE FINGER LAKES		III	4	4	4	4	22.7	20.0	17.2	14.1	18.8	3	3	3	4	29.3	25.8	22.7	17.6	24.3
CONCORDIA COLLEGE		IIB	4		5		21.6	----	15.3	----	17.4	4		4		26.6	----	18.9	----	21.5
COOPER UNION		IIA	2	1	1		32.6	26.6	22.1		29.5	1	1	1		39.8	33.0	27.5		36.2
CORNEL U ENDOWED COLLEGES	28	I	1	2	2	2	39.7	27.9	22.8	17.9	31.8	1	2	1	2	48.2	33.6	27.4	21.3	38.5
CORNELL U STATUTORY C		I	3	2	1	2	36.2	27.4	23.1	18.0	29.3	1	1	1*	1	48.2	36.2	30.9	23.4	38.9
CORNING COMMUNITY COLLEGE		III	2	2	4	3	28.6	23.4	18.2	15.5	24.4	1	1	2	2	36.7	31.1	23.2	19.7	31.6
CULINARY INST OF AMERICA		IV				2				20.9	20.9				2				25.4	25.4
DAEMEN COLLEGE		IIB	4	4	4		22.2	18.1	16.0		17.8	4	4	4		26.7	21.8	19.0		21.3
DOMINICAN C OF BLAUVELT		IIB		4	3	4	----	19.4	17.5	13.6	17.3		4	3	4	----	21.4	19.8	15.7	19.7
DOWLING COLLEGE		IIA	2	3	2	2	31.3	24.4	21.0	17.4	25.3	2	2	1	2	38.7	30.8	26.4	21.3	31.6
DUTCHESS CMTY COLLEGE		III	1*	1	1	3	33.0	27.5	21.8	15.6	24.8	1*	1*	1	2	42.0	35.2	27.8	20.0	31.8
D'YOUVILLE COLLEGE		IIB		3	5	4	----	19.7	15.3	13.9	17.1		4	5	4	----	22.4	17.3	15.4	19.4
ELIZABETH SETON COLLEGE		III		3	5	5	----	22.7	16.2	13.8	17.0		3	5	5	----	26.1	18.5	15.5	19.4
ELMIRA COLLEGE		IIB	2	2	3		28.4	21.1	17.7		21.5	1	2	2		34.7	25.6	21.2		26.1
ERIE CC NORTH CAMPUS		III																		
FRIENDS WORLD COLLEGE		IV				5				14.2	14.2				5				15.0	15.0
FULTON-MONTGOMERY CC		III																		
GENESEE COMMUNITY COLLEGE		III																		
HAMILTON COLLEGE		IIB	1*	1*	1	2	35.5	27.3	19.5	16.4	25.6	1*	1*	2	2	43.4	32.3	22.9	19.3	30.6
HARTWICK COLLEGE		IIB	2	1	2	2	26.8	23.4	18.1	15.5	22.5	2	2	2	3	31.7	27.7	21.2	17.6	26.5
HILBERT COLLEGE		III				5	----	----	----	13.7	14.0				5	----	----	----	15.0	15.7
HOBART-WM SMITH COLLEGES		IIB																		
HOFSTRA UNIVERSITY		I	4	3	3	2	33.0	26.6	21.8	18.1	27.1	3	2	3	2	40.5	33.3	25.7	21.1	33.0
HOUGHTON COLLEGE		IIB	5	4	4		20.0	17.7	15.7	----	17.7	4	4	4		23.7	21.3	18.6	----	21.0
IONA COLLEGE		IIA	1	1	1	2	34.2	27.7	23.2	18.0	26.4	1	1	1	2	41.2	33.2	27.6	20.5	31.5
ITHACA COLLEGE		IIB	1	1	1	3	29.5	24.1	19.6	15.1	23.0	1	1	2	3	35.7	29.0	22.8	17.0	27.4
JAMESTOWN CMTY COLLEGE		III	2	2	2	4	28.4	23.2	19.8	14.8	21.4	1	2	2	3	36.7	29.4	25.1	18.7	27.2
KEUKA COLLEGE		IIB	4	5	5	3	20.4	16.9	14.7	14.3	16.4	5	5	5	4	23.5	19.5	17.4	16.1	19.0
KING'S COLLEGE		IIB	5		4		11.5	----	16.5	----	15.6	5		3		15.6	----	20.2	----	19.3
LE MOYNE COLLEGE		IIB	1	2	2	2	28.7	22.6	18.4	16.4	21.7	2	2	2	1	33.9	27.0	22.2	19.9	25.9
LONG ISLAND UNIVERSITY		IIA	3	2	3	3	30.0	24.8	19.8	16.4	25.1	2	2	3	3	36.8	30.3	23.8	19.5	30.6
MANHATTAN COLLEGE		IIA	1	1	1	3	35.5	28.3	21.9	16.5	25.9	1	1	1	2	43.6	34.9	27.1	20.5	31.9
MANHATTAN SCHOOL OF MUSIC		IV				5				14.5	14.5				5				16.8	16.8
MANHATTANVILLE COLLEGE		IIA	4	4	5	5	25.2	21.1	15.7	13.9	19.5	4	4	5	5	29.8	24.8	18.0	15.4	22.8
MARIA COLLEGE OF ALBANY		III			5	5	----	----	12.9	11.4	14.1			5	5	----	----	14.0	12.7	15.4
MARIST COLLEGE		IIB	2	1	1		27.2	24.0	19.9	----	21.7	2	1	1		33.7	30.2	24.5	----	26.9
MARYKNOLL SCH OF THEOLOGY		IIA	5				14.6	----	----		13.7	5				14.9	----	----		13.9
MARYMOUNT COLLEGE		IIB	3	3	2	4	24.7	20.4	18.7	14.0	20.4	3	3	2	4	29.5	24.1	21.7	15.2	23.9
MARYMOUNT MANHATTAN C		IIB		1	1		----	24.8	20.5	----	22.0		1	1		----	27.4	23.8	----	25.3
MATER DEI COLLEGE		III				5		----		10.8	10.2				5		----		12.1	11.9
MEDAILLE COLLEGE		IIB		4	4	4	----	17.7	15.7	14.0	15.9		4	4	4	----	20.8	18.3	16.3	18.7
MERCY COLLEGE		IIB	1	1	1	3	31.8	25.0	20.2	14.9	21.7	1	1	1	3	37.2	29.2	23.6	17.0	25.3
MOLLOY COLLEGE		IIB	3	3	3	5	25.0	20.5	16.7	12.5	17.2	4	3	4	5	26.0	24.2	18.8	14.1	19.3
MONROE BUSINESS INSTITUTE		IV				5				13.8	13.8				5				17.0	17.0
MONROE COMMUNITY COLLEGE	4	III	1	1	1	2	31.1	25.9	21.3	17.0	25.4	1*	1	1	1	39.0	32.3	26.5	21.4	31.7
MOUNT SAINT MARY COLLEGE		IIB	3	4	3	5	24.9	19.4	16.6	12.7	17.6	3	4	4	5	28.9	22.5	19.0	14.3	20.2
NAZARETH C OF ROCHESTER		IIA	3	3	4	3	28.7	23.2	19.2	16.7	22.0	3	4	4	4	33.1	26.8	21.9	18.3	25.3
NEW SCH FOR SOC RESEARCH		I	1*	3	4		42.9	26.4	20.5		31.4	1	3	4		50.2	31.4	23.9		36.8
NY COLLEGE PODIATRIC MED		IIA																		
NY INST TECHN MAIN CAMPUS		IIA	1	2	2	3	32.8	26.1	20.8	16.3	23.5	1	2	2	3	41.1	31.6	24.9	19.3	28.5
NEW YORK LAW SCHOOL		IIA	1*	1*			46.8	36.5			42.4	1*	1*			54.8	41.9			49.3
NEW YORK MEDICAL COLL		IIA																		
NEW YORK THEOL SEMINARY		I																		
NEW YORK UNIVERSITY	29	I	1	1	1	1*	42.3	29.8	23.8	21.4	33.3	1	1	1	1*	49.8	35.7	28.6	25.7	39.6
NIAGARA UNIVERSITY		IIA	4	4	4	5	27.1	21.6	17.8	14.6	20.3	4	4	5	5	31.2	24.9	20.5	16.6	23.4
N COUNTRY CMTY COLLEGE		III																		
NYACK COLLEGE	PNA	IIA																		
OLEAN BUSINESS INSTITUTE		IV				5				10.3	10.3				5				11.8	11.8
ONONDAGA CMTY COLLEGE		III																		
PACE UNIVERSITY ALL CAMPUSES		IIA	1	1	1	2	33.6	28.0	22.8	17.8	27.4	1	1	1	2	40.1	33.0	27.0	21.0	32.5
PARSONS SCHOOL OF DESIGN		IIB				1*				23.0	23.0				1*				27.4	27.4
PAUL SMITH'S C ARTS & SCI		III	4	5	5	5	22.3	19.7	16.2	13.6	17.3	4	4	5	5	27.3	24.0	19.3	15.8	20.8
POLYTECHNIC INST NEW YORK		I	3	2	3		35.5	27.2	21.5		30.9	3	3	4		41.6	32.1	24.7		36.3
BRYANT-STRATTON POWELSON		IV				5				10.8	10.8				5				10.8	10.8
PRATT INSTITUTE		IIA	3	4	4		29.0	22.7	19.1	----	24.8	2	3	3		36.3	28.6	22.6	----	30.9
RENSSELAER POLY INSTITUTE		I	1	1	1		39.5	29.0	23.8	----	32.5	2	1	1		46.7	34.6	27.6	----	38.4
ROCHESTER BUS INSTITUTE		IV				5				10.9	10.9				5				12.6	12.6
ROCKEFELLER UNIVERSITY		I	1*	1	3	2	50.4	29.6	21.5	18.0	27.0	1*	1*	2	2	64.0	37.2	26.2	21.2	33.4
RUSSELL SAGE C MAIN CAM		IIA	2	3	4	2	30.9	23.6	18.5	17.7	21.5	2	3	4	2	37.0	28.6	21.9	20.9	25.7
RUSSELL SAGE JC OF ALBANY		IV																		
SAINT BONAVENTURE U	30	IIA	4	4	4	3	27.2	22.4	18.4	15.9	21.3	3	4	4	3	32.4	26.8	21.8	18.7	25.3
SAINT FRANCIS COLLEGE		IIB	1	1	1		32.4	25.3	19.9	----	23.6	1	1	1		38.9	30.8	24.3	----	28.7
SAINT JOHN FISHER COLLEGE		IIB	1	2	1	1	28.7	23.2	19.6	17.0	22.1	2	2	2	2	34.0	27.5	22.6	19.4	25.9
SNT JOSEPH'S C MAIN CAM		IIB	4	4	4	4	21.8	19.4	16.4	13.5	16.9	4	4	4	4	24.3	22.1	18.6	15.2	19.1
SAINT LAWRENCE UNIVERSITY		IIB	1	1	2	1	33.0	25.2	19.3	16.9	25.1	1	1	1	1	40.7	31.4	24.4	19.9	31.2
SAINT THOMAS AQUINAS C	PNA	IIB																		
SARAH LAWRENCE COLLEGE		IV				1				26.5	26.5				1				32.2	32.2
SCHENECTADY COUNTY CC		III																		
SCHOOL OF VISUAL ARTS		IV				2				21.0	21.0				3				23.4	23.4
SIENA COLLEGE		IIB	1	2	2		29.8	22.3	18.4	----	21.3	1	2	2		36.7	27.2	22.3	----	25.9
SKIDMORE COLLEGE		IIB	1	1	2	1	32.8	23.9	19.1	16.9	24.2	1	1	1	1	39.8	28.9	23.1	19.5	29.3
SUNY AGRI TECH COLL ALFRED		III	2	1	2	3	29.0	25.1	20.8	16.4	23.7	1	1	1		38.2	32.8	27.1	20.8	30.9
SUNY AGRI TECH COLL CANTON		III	2	3	3	3	27.7	21.6	19.0	15.5	22.4	1	2	2	2	35.8	28.3	24.5	20.0	29.0
SUNY AGRI TECH COLL COBLESKL		III	2	3	3	2	27.1	22.4	19.2	17.4	22.4	2	2	2	1	35.3	29.4	24.4	21.7	29.0
SUNY AGRI TECH COLL DELHI		III	2	3	4	5	27.6	21.7	17.9	13.4	21.1	1	2	3	4	35.9	28.0	23.0	17.5	27.3
SUNY AGRI TECH C FARMINGDALE		III	1	2	2	2	30.2	23.8	19.8	16.5	23.3	1*	1	1	1	39.5	30.5	25.6	21.4	30.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	98.	96.	81.						37	50	45	2	9	17	34	3	41.5	34.1	27.8	----	41.4	34.2	28.9	----
26.	95.	82.	35.						16	20	24	15	4	13	28	31	----	29.5	23.5	18.5	----	29.8	22.7	18.5
25.	ALL	61.	31.						5	15	22	11	4	8	13	14	----	30.0	22.6	19.5	----	29.7	25.8	18.8
23.	ALL	97.	83.	8.					49	73	99	16	10	22	63	21	40.8	33.3	27.2	19.2	41.1	33.6	26.6	17.2
22.	98.	91.	57.	12.					227	173	86	11	26	51	58	14	41.5	33.2	27.5	20.1	41.5	33.0	25.8	19.1
23.	ALL	99.	73.						67	83	51	9	31	40	45	9	39.7	33.2	26.4	18.6	38.4	33.1	27.2	18.6
23.	98.	99.	94.						54	110	54		8	35	42		41.4	34.6	28.9		40.2	33.9	28.8	
23.	ALL	77.	30.						18	35	29	4	6	17	21	2	41.4	32.8	25.8	----	42.4	32.5	26.0	----
18.	96.	65.	5.						44	59	53	11	2	3	5	7	----	----	----	20.3	----	----	----	17.5
29.	ALL	86.	35.		-----	10.8	9.7	-----	4	9	9	2	2	5	8	5	----	----	17.4	----	----	----	14.6	----
21.	ALL	97.	12.		11.8	12.8	13.0	12.0	47	29	48	12	1	4	21	3	----	----	20.9	----	----	----	18.6	----
31.									5	16	8	1		2			----	----	18.5	----		----		
15.	ALL	96.	14.		-----	10.1	14.5	10.9	2	7	10	2	3	17	19	5	----	19.3	17.0	----	----	20.4	17.8	----
24.	ALL	96.	25.		9.8	9.0	11.3	-----	3	14	9	2	7	14	27	9	----	23.0	19.9	----	----	22.3	20.0	----
13.	ALL	ALL	23.		9.0	9.1	9.6	10.6	6	13	11	5	16	25	11	6	27.2	21.0	17.8	----	26.7	20.9	17.6	----
					8.4	3.5	8.3	19.6																
22.	96.	41.			12.0	12.2	12.7	-----	427	97	187	3	26	23	79		42.5	30.8	21.6	----	36.4	28.8	22.2	
26.	ALL	71.			3.3	9.3	11.7	3.4	50	31	3	4	13	21	12	12	37.4	28.0	----	----	37.3	27.5	----	----
29.	ALL	90.	67.	20.	8.0	8.0	8.0	8.0	11	15	12	4	4	5	12	6	----	----	16.9	----	----	----	17.6	----
23.	ALL	60.	31.		8.8	-----	8.8	-----	9	5	8	1			8	2	21.6	----	15.6	----			15.1	----
23.	ALL	ALL	17.		13.1	14.8	-----		27	15	3		1		3		----	26.6	----		----		----	
21.	99.	88.			10.8	12.1	14.0	17.2	371	150	125	7	11	21	34	6	39.9	28.2	23.2	18.6	33.2	25.6	21.1	17.2
33.	98.	83.							309	177	125	3	18	27	20	4	36.4	27.5	23.2	----	32.6	27.0	21.9	----
29.	ALL	ALL	26.		12.6	11.0	11.6	12.2	43	18	11	3	6	8	8	3	28.7	24.2	18.5	----	27.8	21.7	17.8	----
22.												78				5				----				----
20.	ALL	90.	23.						10	16	13	1	1	14	17	2	22.2	17.9	15.9			18.3	16.1	
13.	ALL	83.	52.		-----	9.2	11.5	-----		4	5	4	4	4	16	7		----	----	----	----	----	----	----
25.	ALL	92.	23.						18	21	9	4	3	5	4	4	----	----	----	----	----	----	----	----
28.	ALL	ALL	83.	9.	8.8	10.6	12.8	19.9	27	39	14	15	5	12	16	18	----	27.9	22.8	16.9	----	26.1	21.0	14.4
14.	ALL	88.	11.		-----	7.4	7.8	12.6	4	9	2	1	2	17	34	8	----	17.9				20.6	15.3	13.9
14.					-----	9.9	8.9	12.8		2	6	4	2	5	6	5		----	15.8	----	----	----	16.5	----
21.	94.	86.	16.		8.1	13.2	9.8	-----	16	9	20	1	4	5	11	1	----	----	18.1		----	----	16.9	
					7.0	7.0	7.0	9.8																
6.								13.0				8				6				14.2				14.2
					7.8	7.6	7.8	-----																
					6.0	7.4	9.1	-----																
20.	95.	86.			12.9	15.6	17.2	18.4	39	23	36	11		6	14	3	35.5	27.6	19.6	----		26.1	19.1	----
18.	97.	76.	30.		11.5	13.0	12.7	-----	28	27	16	3	4	6	11	4	----	23.8	18.8	----	----	21.4	17.2	----
12.					-----	-----	-----	13.8			3	5	1	1	1	8			----	----	----	----	----	----
					14.1	17.7	18.6	13.8																
22.	94.	71.	25.		9.2	13.0	9.4	11.4	108	85	70	11	22	21	34	10	33.6	27.1	22.4	18.6	30.4	24.8	20.5	17.5
19.	93.	76.	32.		7.8	8.2	8.4		24	16	19		3	2	6	3	----	----	15.8		----	----	15.7	----
19.	94.	75.	43.		10.2	10.0	11.0	10.2	32	36	34	12	4	8	12	10	----	28.0	23.3	18.1	----	26.5	22.8	17.8
19.	96.	96.	18.		8.6	9.6	10.2	8.3	47	90	69	4	8	15	34	7	29.7	24.2	20.0	----	28.2	23.8	18.7	----
27.	ALL	ALL	88.		9.3	9.3	10.3	11.4	13	25	20	12	3	6	12	6	----	23.4	20.2	14.8	----	22.2	19.1	14.6
16.	ALL	67.	27.		5.3	-----	3.8	-----	10	4	9	4	3	4	13	7	----	----	14.5	----	----	----	14.8	----
24.	ALL	60.	41.	ALL	1.2	-----	17.4	-----	10	2	20	2	1	3	9		----	----	16.7	----	----	----	16.0	
20.	ALL	94.	32.		8.5	8.6	13.1	11.5	19	30	27	10	1	6	7	2	----	22.7	18.8	----	----	21.7	16.9	----
22.	97.	57.	12.		9.5	10.1	7.9	10.1	221	142	96	20	38	47	80	13	30.3	25.1	20.4	16.8	28.4	24.1	18.9	15.9
23.	93.	84.	37.		10.6	11.4	12.1	13.3	27	59	67	10	1	4	11	3	----	----	22.2	----	----	----	20.0	----
16.												13				6				14.8				14.1
17.	ALL	83.	5.		.5	.1	1.5	-----	9	9	9	5	11	3	12	2	25.0	----	16.4	----	25.4	----	15.1	----
9.	ALL	ALL	70.								3	1	4	4	7	19			----		----	----	----	11.4
24.	ALL	95.	47.		9.3	10.7	10.3	-----	11	18	30	2		1	13	1	27.2	----	20.7	----		----	17.9	----
2.									5	4			3	1	3		----	----			----		----	
17.	ALL	96.	50.		10.0	10.0	10.0	10.9	12	12	4	3	4	14	6	5	----	21.1	----	----	----	19.9	----	----
15.	ALL	73.	49.		-----	4.6	6.7	-----	2	3	18		1	8	19	1	----	----	20.7		----	----	20.4	----
16.					-----	-----	-----	11.4	1	1	1	3	1	4	2	5				----		----		----
17.	60.	70.	13.						4	5	9	7	4	5	7	6	----	----	16.0	----	----	----	15.1	----
16.	77.	24.			14.8	13.3	10.3	13.1	18	16	39	30	12	18	25	16	32.5	24.6	19.8	15.3	30.7	25.3	20.9	14.0
12.	69.	76.	51.		11.6	10.7	10.9	10.7	2	8	5	1	11	9	44	25		20.7	----		25.0	20.4	----	12.5
24.												12				26				13.4				13.9
25.	98.	96.	69.	39.	6.3	7.0	7.8	9.4	64	64	45	9	23	26	41	14	31.2	26.0	21.7	17.1	30.7	25.5	20.9	17.0
15.	86.	83.	47.		5.6	-----	8.7	-----	3	4	5	2	4	4	14	9	----	----	----	----	----	----	----	----
15.	94.	74.	6.		11.2	10.1	12.8	15.3	9	16	14	3	8	19	20	5	28.9	23.1	19.6	----	28.5	23.3	18.9	----
17.	83.	29.							19	10	12		5	4	7		----	----	21.0		----	----	19.6	
					-----	-----	10.0	-----																
21.	86.	73.	10.		9.5	10.9	12.5	11.5	20	75	51	10	2	7	17	22	----	26.2	21.0	17.5	----	24.7	20.1	15.8
16.	75.								15	11		1	1	2	1		46.8	36.5						
					8.0	8.0	8.0	8.0																
					-----	8.7																		
19.	94.	63.			10.0	11.2	12.7	13.0	401	246	161	30	75	80	98	23	43.0	30.1	24.3	21.8	38.1	29.0	23.0	20.9
15.	94.	89.	16.		7.1	8.0	8.4	8.4	26	33	37	6	5	20	31	13	----	22.0	18.4	15.3	----	21.0	17.1	14.4
					-----	7.2	9.6	-----																
14.												2				7				----				----
					6.3	7.7	9.2	11.8																
19.	86.	40.	45.		10.7	11.2	11.1	12.7	119	77	79	12	27	27	61	23	34.3	28.3	23.1	17.1	30.7	27.0	22.4	18.1
19.												17				12				23.2				22.7
20.					7.2	9.0	11.3	16.3	12	18	18	14	1	4	5	8	22.3	----	----	14.0		----	----	12.7
17.	99.	86.			12.8	11.8	12.2	-----	115	60	22	2	2	4	8	1	35.5	----	21.9			----	20.6	
												5				12				----				----
24.	93.	67.	25.		10.5	10.5	10.8	-----	55	36	14	1	5	7	10	1	----	23.1	20.6	----	----	20.6	16.9	----
18.	96.	82.			12.7	13.0	14.1	-----	156	105	69	3	3	3	12		----	----	24.2	----	----	----	21.4	
16.												5				8				----				----
24.	ALL	30.			11.4	15.9	15.1	14.3	51	49	88	59		4	12	27	50.4	----	21.7	17.7		----	19.5	18.8
19.	ALL	93.	15.	40.	10.7	11.0	10.7	10.7	17	20	14	19	12	20	33	36	30.4	24.4	18.6	19.7	31.5	22.9	18.4	16.6
								10.5																
19.	91.	80.	27.	6.	9.1	9.1	10.1	9.0	32	47	44	9		4	8	9	27.2	----	18.6	16.4		----	16.9	15.4
22.	92.	71.	15.						12	13	23	1	1	1	11		----	----	20.4	----	----	----	18.9	
17.	ALL	68.	6.		11.2	10.1	10.1	-----	15	27	27	6	1	4	8	3	28.7	----	19.7	----		----	19.5	----
13.	89.	91.							2	2	8	2	7	9	12	14			16.2		21.8	19.4	16.5	13.5
24.	96.	83.	26.		11.8	12.4	12.8	14.6	44	46	32	8	2	7	10	6	----	25.4	19.3	17.4	----	24.5	19.2	16.3
22.				72.				11.4				39				18				27.3				24.6
					-----	10.2	11.1	11.6																
11.				17.								24				4				----				----
22.	ALL	ALL	26.		25.9	20.2	21.6	-----	24	28	55	3			17	1	29.8	22.3	18.5	----			18.2	----
21.	85.	81.	16.		13.6	14.8	14.4	-----	32	32	30	6	9	15	25	2	33.3	24.0	18.6	----	31.0	23.7	19.6	----
30.	98.	94.	57.	10.					57	61	41	20	3	6	12	11	----	25.3	21.6	16.9	----	23.7	18.2	15.5
30.	98.	94.	48.						36	24	20	9	7	7	11	5	27.9	22.1	19.8	----	26.4	20.2	17.5	----
29.	ALL	97.	56.	6.					39	23	28	10	9	6	13	8	27.2	22.6	19.5	18.4	26.7	21.4	18.4	16.3
29.	ALL	97.	39.						35	33	33	7	1	5	11	8	----	----	18.4	14.9	----	----	16.5	12.1
30.	99.	79.	42.	3.					84	53	76	17	8	22	40	22	30.3	23.9	20.4	17.3	29.3	23.5	18.7	15.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW YORK	(CONTD)																			
SUNY AGRI TECH C MORRISVILLE		III	2	2	3	2	27.8	23.0	19.2	16.7	22.3	1	1	2	1	36.0	30.5	24.8	21.9	29.2
SUNY COLLEGE AT BROCKPORT		IIA	1	1	1	3	33.2	26.5	21.7	16.3	26.0	1	1	1	2	42.2	33.6	27.6	21.2	33.1
SUNY COLLEGE AT BUFFALO		IIA	2	2	2	2	32.2	25.1	20.7	17.2	25.9	1	1	1	1	41.3	32.1	26.4	22.1	33.2
SUNY COLLEGE AT CORTLAND		IIA	2	2	3	5	31.5	24.9	19.9	14.6	24.9	1	1	2	4	40.2	31.9	25.5	18.3	31.8
SUNY COLLEGE AT FREDONIA		IIA	2	2	2	3	31.5	25.4	20.5	16.5	26.1	1	1	2	2	39.9	32.2	25.9	21.1	33.1
SUNY COLLEGE AT GENESEO		IIA	1	1	3	3	34.1	26.4	19.6	16.1	25.3	1	1	2	2	43.3	33.7	24.6	20.1	32.1
SUNY COLLEGE AT NEW PALTZ		IIA	2	2	2	3	31.1	25.2	21.1	16.1	26.0	2	1	1	2	39.0	31.9	26.8	20.4	32.8
SUNY COLLEGE OLD WESTBURY		IIA	1	3	4	3	32.8	24.7	18.4	16.6	21.1	1	2	3	2	41.1	31.5	22.8	20.1	26.3
SUNY COLLEGE AT ONEONTA		IIA	2	2	2		32.0	25.6	20.5	----	25.9	1	1	1		40.8	33.0	26.5	----	33.3
SUNY COLLEGE AT OSWEGO	33	IIA	1	3	3	2	33.1	24.4	19.7	17.1	25.2	1	2	2	2	42.1	31.4	24.6	21.1	31.9
SUNY COLLEGE PLATTSBURGH		IIA	2	1	2	2	31.5	26.5	20.6	17.0	25.7	1	1	2	1	40.0	33.5	26.1	22.0	32.6
SUNY COLLEGE AT POTSDAM		IIA	1	2	2	4	35.7	25.6	20.6	15.8	25.7	1*	1	2	3	45.6	33.3	26.2	20.0	33.0
SUNY COLLEGE AT PURCHASE		IIA	2	3	3	2	31.9	24.2	19.3	16.9	22.8	1	2	2	2	39.8	30.5	24.4	21.6	28.7
SUNY COLLEGE AT UTICA ROME		IIA		2	3		----	26.1	19.5	----	22.0		1	3		----	32.6	24.0	----	27.4
SUNY C ENVRNMTL SCI FORESTRY	32	I	5	4	4		30.9	24.8	20.7		27.9	4	3	5		39.2	31.1	23.0		34.9
SUNY EMPIRE STATE COLLEGE		IIB	1	1	1	1*	30.0	25.4	20.5	19.2	23.6	1	1*	1*	1*	37.3	31.8	25.7	24.2	29.5
SUNY MARITIME COLLEGE		IIB	1	2	1		32.7	23.1	19.6	----	24.5	1*	1	1		42.8	29.6	24.5	----	31.5
SUNY STATE C OF OPTOMETRY		IIA		1*	1*		----	30.1	26.5	----	30.1		1*	1*		----	37.8	32.1	----	36.9
SUNY AT ALBANY	34	I	1	1	2		41.1	29.7	22.4	----	31.7	1	1*	1		51.0	37.5	27.8	----	39.6
SUNY AT BINGHAMTON		I	1	1	3	5	39.9	29.2	21.7	14.8	30.3	1	1	2	5	49.6	36.4	26.7	18.3	37.6
SUNY AT BUFFALO MAIN CAM		I	1	1	2		41.7	29.1	22.3	----	31.7	1	1	1		51.2	36.2	27.4	----	39.2
SUNY AT STONY BK MAIN CAM	35	I	1	2	3		41.4	28.1	21.1	----	31.3	1	1	3		50.9	35.1	26.0	----	38.6
SYRACUSE U MAIN CAMPUS		I	3	4	4	4	34.8	25.4	20.3	16.1	27.8	2	3	3	3	43.5	31.9	25.2	19.9	34.8
UTICA C OF SYRACUSE U		IIB	3	2	3		25.6	21.2	17.3	----	20.5	2	2	3		31.2	26.1	20.7	----	24.9
TECH CAREER INSTITUTES		IV				4				17.6	17.6				3				20.8	20.8
TOMPKINS-CORTLAND CC		III	3	4	4	4	25.8	20.8	16.9	14.8	19.0	2	3	3	3	32.1	26.8	22.0	19.0	24.3
TROCAIRE COLLEGE		III			5	5	----	----	16.5	13.4	15.5			5	5	----	----	18.9	15.0	17.5
ULSTER CO CMTY COLLEGE		III	2	2	1	1	28.3	24.4	21.2	17.9	23.9	1	1	1	1	37.1	31.7	27.2	23.1	31.1
UNION COLLEGE		IIA	1	2	4	2	33.6	25.2	18.4	16.7	25.8	1	2	3	3	42.8	31.8	22.8	19.5	32.5
UNION THEOLOGICAL SEM		IIA	5		5		20.6	----	11.3		17.9	3		5		33.2	----	19.8		29.3
US MERCHANT MARINE ACAD	36	IIB	1*	1*	1*		41.6	33.1	24.9	----	31.9	1*	1*	1*		45.3	36.6	27.1	----	34.9
VASSAR COLLEGE		IIB	1*	1	1	1	35.1	25.5	19.5	17.2	25.5	1*	1	1	1	44.4	31.5	23.5	20.3	31.5
VILLA MARIA COLLEGE BFLO		III				5		----	----	12.2	13.2				5		----	----	14.1	15.3
WAGNER COLLEGE		IIA	2	2	3	3	31.6	25.0	20.0	16.0	24.1	2	2	3	4	37.7	29.7	23.6	18.3	28.5
WEBB INST OF NAVAL ARCH		IIB																		
WELLS COLLEGE		IIB	3	3	3		23.5	20.4	16.6	----	19.8	3	3	3		28.7	24.3	19.8	----	23.7
WESTCHESTER CMTY COLLEGE		III																		
THE WOOD SCHOOL		IV				5				13.6	13.6				5				15.2	15.2
NORTH CAROLINA																				
ANSON TECHNICAL COLLEGE		IV				5				13.2	13.2				5				16.1	16.1
APPALACHIAN STATE UNIV		IIA	3	3	1	2	29.3	24.1	21.8	18.0	25.3	3	3	2	2	35.0	28.9	26.1	21.6	30.3
ASHEVL BUNCOMBE TECH C		IV				4				17.5	17.5				3				21.1	21.1
ATLANTIC CHRISTIAN C		IIB	4	4	4	4	22.4	18.5	16.1	13.9	18.1	4	4	4	4	25.8	21.2	18.2	15.4	20.7
BARBER-SCOTIA COLLEGE		IIB			5	4	----	----	14.5	13.1	14.6			5	5	----	----	16.3	14.7	16.4
BEAUFORT CO CMTY COLLEGE		IV				5				15.0	15.0				4				18.2	18.2
BELMONT ABBEY COLLEGE	LFO	IIB		5	4	4	----	17.4	15.7	14.0	15.9		5	4	4	----	20.3	18.2	15.4	18.3
BENNETT COLLEGE		IIB	5	5	4	4	20.1	16.8	15.7	13.7	16.6	5	5	5	4	23.2	19.4	17.6	15.2	18.8
BLADEN TECHNICAL INST		IV				5				13.0	13.0				5				15.7	15.7
BLUE RIDGE TECHNICAL C		IV				4				16.0	16.0				4				19.3	19.3
BREVARD COLLEGE	PNA	III																		
BRUNSWICK TECH COLL		IV				5				14.2	14.2				5				16.9	16.9
CALDWELL CC AND TECH INST	1	IV				5				14.2	14.2				5				17.2	17.2
CAPE FEAR TECHNICAL INST		IV				4				16.9	16.9				4				20.5	20.5
CARTERET TECHNICAL INST	1	IV				5				14.5	14.5				5				17.6	17.6
CATAWBA COLLEGE		IIB	5	5	5	4	20.3	16.9	15.1	13.1	17.3	4	5	5	5	23.8	20.2	17.8	14.9	20.3
CATAWBA VALLEY TECH C		IV				4				17.1	17.1				3				20.6	20.6
CEN CAROLINA TECH C		IV				4				15.6	15.6				4				19.0	19.0
CEN PIEDMONT CMTY COLLEGE		IV				3				19.5	19.5				3				23.5	23.5
CHOWAN COLLEGE		IV				4				16.7	16.7				4				19.6	19.6
CLEVELAND TECH COLLEGE		IV				4				15.3	15.3				4				18.5	18.5
COASTAL CAROLINA CC		IV				4				15.5	15.5				4				18.7	18.7
COLLEGE OF THE ALBEMARLE		III		5	5	5		17.2	13.8	11.6	14.4		5	5	5		20.7	16.8	14.1	17.4
CRAVEN COMMUNITY COLLEGE		IV				3				18.8	18.8				3				22.3	22.3
DAVIDSON COLLEGE		IIB	1	1	1	1	32.6	25.6	20.2	17.3	25.3	1	1*	1	1	40.6	32.1	24.7	19.8	31.3
DAVIDSON CO CMTY COLLEGE		IV				3				18.3	18.3				3				22.0	22.0
DUKE UNIVERSITY		I	2	2	2		38.1	27.8	22.6	----	32.0	2	2	2		46.9	34.0	26.4	----	39.1
DURHAM TECHNICAL INST		IV				5				14.9	14.9				4				18.6	18.6
EAST CAROLINA UNIV	37	IIA	2	2	2	1*	31.5	26.1	21.2	24.1	25.2	2	2	2	1*	37.0	30.8	25.2	28.3	29.7
EDGECOMBE TECH COLLEGE		IV				5				13.6	13.6				5				16.6	16.6
ELIZABETH CITY STATE UNIV		IIB	1	1	1*	1*	29.7	23.7	21.5	18.7	23.6	1	1	1*	1*	35.3	28.4	25.7	22.6	28.2
ELON COLLEGE		IIB	3	3	3	3	25.2	19.6	17.2	15.0	19.1	3	3	3	4	29.7	23.5	20.5	16.3	22.7
FAYETTEVILLE STATE UNIV		IIB	1	1*	1*	1	31.0	26.3	21.3	17.4	22.8	1	1	1*	1	36.4	31.1	25.3	20.8	27.0
FAYETTEVILLE TECH INST		IV				3				17.7	17.7				3				21.4	21.4
FORSYTH TECHNICAL INST		IV				4				17.5	17.5				3				21.1	21.1
GARDNER-WEBB COLLEGE		IIB	4	5	4	4	20.4	16.9	16.5	13.7	17.3	4	5	4	4	23.9	19.8	18.9	15.4	20.1
GASTON COLLEGE		IV				4				16.1	16.1				4				19.1	19.1
GREENSBORO COLLEGE		IIB	4	4	3	3	21.8	19.5	17.1	14.9	18.6	4	3	3	3	25.4	22.8	19.8	16.7	21.6
GUILFORD COLLEGE		IIB	2	3	3		26.1	20.9	16.8	----	21.1	2	2	3		31.4	25.3	19.7	----	25.3
GUILFORD TECHNICAL INST		IV				4				17.0	17.0				4				20.6	20.6
HALIFAX CMTY COLLEGE		IV				5				15.1	15.1				4				18.0	18.0
HAYWOOD TECHNICAL COLLEGE		IV				5				14.6	14.6				5				17.7	17.7
HIGH POINT COLLEGE		IIB	4	4	4	4	20.9	18.1	15.6	13.1	17.2	4	4	4	5	24.6	21.4	17.9	14.5	20.0
ISOTHERMAL CMTY COLLEGE		IV				4				15.7	15.7				4				19.1	19.1
JAMES SPRUNT TECH COLLEGE		IV				5				14.1	14.1				5				17.1	17.1
JOHN WESLEY COLLEGE		IIb					----	----	----		----					----	----	----		----
JOHNSN C SMITH UNIVERSITY		IIB	4	4	4	3	21.4	19.4	16.6	14.2	16.9	4	4	4	4	24.3	22.2	19.0	16.4	19.3
JOHNSTON TECHNICAL C		IV				5				14.0	14.0				5				17.0	17.0
LEES-MCRAE COLLEGE		IV				5				14.8	14.8				5				17.0	17.0
LENOIR-RHYNE COLLEGE		IIB	4	4	4	4	22.0	18.4	15.9	13.8	18.8	4	4	4	4	25.6	21.4	18.5	15.9	21.8
LIVINGSTONE COLLEGE		IIB		5	5	5	----	16.7	14.9	12.1	15.1		5	5	5	----	18.8	17.1	13.3	17.0
LOUISBURG COLLEGE		III	5			5	18.2	----	----	13.3	16.2	5			5	21.5	----	----	15.8	19.2
MCDOWELL TECHNICAL INST		IV				5				14.6	14.6				5				17.7	17.7
MARS HILL COLLEGE	4	IIB	4	4	4	5	20.5	17.9	16.0	12.6	17.8	5	5	5	5	23.0	20.1	17.9	14.4	20.0
MARTIN COMMUNITY COLLEGE		IV				5				15.2	15.2				4				18.5	18.5
MAYLAND TECHNICAL C		IV				5				14.5	14.5				5				17.1	17.1
MEREDITH COLLEGE		IIB	3	3	4	3	24.6	20.1	16.4	14.9	17.9	3	3	4	3	28.2	23.2	18.5	16.9	20.4
METHODIST COLLEGE		IIB	5	5	4		17.1	16.1	15.4	----	15.8	5	5	5		19.6	18.5	17.6	----	18.1
MITCHELL CMTY COLLEGE		IV				5				15.0	15.0				4				18.1	18.1
MONTGOMERY TECH INSTITUTE		IV				5				13.7	13.7				5				16.6	16.6
MONTREAT-ANDERSON COLLEGE		IV				5				15.0	15.0				5				17.7	17.7
MOUNT OLIVE COLLEGE		IV	1*				16.2				16.2	1*				17.7				17.7
NASH TECHNICAL INSTITUTE		IV				5				14.9	14.9				4				17.9	17.9
N C A/T STATE UNIV		IIA	2	2	1*	2	30.7	26.1	26.0	17.4	25.5	2	2	1*	2	35.9	30.7	30.7	20.7	30.1
N C CENTRAL UNIVERSITY		IIA	2	2	2	2	31.1	25.6	21.6	17.7	23.9	3	3	2	2	35.2	29.1	24.7	20.4	27.2

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
31.	ALL	98.	51.	50.					32	33	29	6	6	7	16	10	28.1	23.3	19.6	17.1	26.1	21.6	18.5	16.5
27.	98.	97.	55.	12.					108	121	72	10	12	31	35	23	33.5	26.5	22.0	17.0	30.5	26.3	21.2	16.1
28.	99.	91.	31.	4.					159	135	73	20	29	40	51	13	32.2	25.2	21.2	17.2	31.9	24.7	20.1	17.2
28.	99.	98.	52.						81	68	48	6	12	17	29	11	31.6	25.2	19.8	15.0	30.8	23.9	20.0	14.3
27.	98.	87.	15.						96	75	42	3	8	7	11	7	32.1	25.6	20.7	----	25.1	23.3	19.7	----
27.	ALL	96.	23.	5.					70	67	48	8	7	6	23	12	34.1	26.5	19.9	15.1	33.8	25.5	19.0	16.8
26.	98.	89.	49.						109	88	40	3	15	27	23	9	31.2	25.7	21.6	----	30.6	23.4	20.3	----
25.	85.	83.	20.						12	17	27	14	1	12	23	13	----	24.9	18.9	16.9	----	24.5	17.8	16.2
28.	99.	ALL	59.						112	77	55	1	15	16	33	2	32.0	25.5	20.4	----	31.4	25.9	20.7	----
27.	98.	87.	40.						98	105	71	15	8	23	26	7	33.2	24.8	19.9	18.0	32.6	22.7	19.3	15.3
27.	ALL	88.	31.						80	87	52	7	6	21	32	6	31.6	26.9	21.4	17.8	31.0	24.8	19.3	16.2
28.	99.	94.	50.	17.					71	67	51	19	3	19	27	14	----	25.6	20.2	16.0	----	25.9	21.4	15.5
26.	95.	81.							16	33	26	4	3	19	21	2	----	24.6	19.3	----	----	23.7	19.1	----
25.	80.	70.							5	21	26	3		2	21		----	----	20.0	----		----	18.8	
25.	97.	85.	14.						62	27	12		1		2		----	24.8	----		----		----	
25.									13	28	25	4	5	14	12	3	----	26.0	21.0	----	----	24.1	19.5	----
29.	ALL	54.	16.						18	13	19	5					32.7	23.1	19.6	----				
23.	ALL	93.	7.						3	14	12	1	1		3	1	----	30.1	----	----	----		----	----
25.	97.	98.	19.						234	210	117	1	11	33	42		41.3	29.9	22.8	----	37.2	28.4	21.2	
24.	ALL	93.	11.						155	134	85		10	29	46	6	40.1	29.8	22.2		35.8	26.7	20.8	14.8
23.	99.	94.	4.						310	241	126		16	48	35	3	41.9	29.6	22.6		38.8	26.6	21.0	----
24.	ALL	95.	5.						253	161	119		10	27	38	5	41.6	28.2	21.4		36.2	27.2	20.2	----
25.	97.	73.	19.	17.	9.4	10.0	10.7	14.2	364	208	141	6	21	57	72	12	35.0	26.0	20.8	17.4	30.4	23.5	19.4	15.5
22.	ALL	89.	19.	25.	9.5	10.8	11.3	-----	18	31	15	3	1	5	17	1	----	----	18.0	----	----	----	16.7	----
18.								8.0				37				3				----				----
28.	ALL	ALL	71.						10	5	10	7	3	6	7	10	----	----	17.7	15.0	----	----	15.9	14.6
13.					-----	-----	8.8	8.5	2	1	3			3	13	13	----	----	----			----	----	13.4
30.	97.	96.	86.	8.	6.7	8.9	9.9	11.9	26	18	18	8	3	6	4	5	----	24.9	----	----	----	23.1	----	----
26.	89.	53.			11.0	12.0	14.1	-----	44	56	18	7	2	3	16		----	----	19.2	16.7	----	----	17.4	
64.	77.	25.			11.0	-----	11.0		18	3	6		4	1	2		----	----	----		----	----	----	
9.	95.	76.	28.	ALL	12.3	13.6	14.0	-----	20	25	25	3			4		41.6	33.1	----	----			----	
24.	ALL	94.			12.1	12.5	15.4	-----	45	20	50	10	22	13	30	4	35.5	25.8	19.5	----	34.4	25.1	19.6	----
16.					-----	-----	11.8			2	4	10		4		10		----	----	12.6		----		11.8
18.	ALL	81.	31.		10.1	10.2	10.3	10.3	18	15	12	4	3	11	4	10	----	25.8	----	----	----	23.9	----	----
					9.6	-----																		
20.	ALL	79.	12.		6.8	8.2	9.3	-----	14	8	6	2	3	11	11	3	----	20.2	16.5	----	----	20.6	16.7	----
					4.6	4.7	8.8	10.4																
12.												1				11				----				----
22.												11				5				----				----
20.	97.	63.	13.		11.8	12.9	13.0	13.0	185	84	85	20	20	38	34	12	29.5	24.4	22.1	18.1	27.5	23.5	20.8	17.7
21.								7.7				48				34				18.3				16.4
14.	94.	64.	3.		3.7	2.9	4.8	5.8	18	20	11	2		5	20	5	22.4	----	15.8	----		----	16.2	----
13.									1	1	5	5		4	3	5	----	----	----	----		----	----	----
21.												25				17				15.5				14.3
15.	50.	63.	33.						1	8	11	1	1		4	6	----	17.4	----	----	----		----	----
13.	69.	56.	27.		6.0	6.0	6.0	8.0	5	3	3	4	8	6	12	8	----	----	----	----	----	----	----	----
21.								5.2				14				10				13.1				12.8
21.								8.7				20				11				16.7				14.6
19.												4				7				----				----
21.												33				20				14.5				13.8
21.												52				19				17.7				14.7
21.								3.1				15				16				14.6				14.5
18.	96.	ALL	33.		3.7	3.7	6.7	6.6	21	11	8	6	3	2	4	4	----	----	----	----	----	----	----	----
21.												54				24				17.5				16.1
22.												44				28				16.2				14.6
20.				61.								133				115				20.8				18.2
18.				71.								38				18				17.0				16.1
21.												39				15				15.3				15.5
21.												50				35				16.1				14.6
21.		95.	27.							15	5	10		5	7	8		----	----	11.8		----	----	11.2
19.												22				12				18.9				18.5
24.	ALL	97.	19.		9.5	14.6	20.0	-----	29	31	31	8					32.6	25.6	20.2	17.3				
20.												48				27				18.6				17.7
22.	ALL	88.	10.		10.8	11.3	11.9	-----	267	132	77	3	5	21	21	2	----	27.7	22.6	----	----	28.2	22.9	----
25.												46				33				15.0				14.8
18.	96.	89.	44.	9.	8.4	11.1	11.5	12.1	154	127	88	8	30	51	91	15	31.8	26.4	21.3	19.5	29.7	25.4	21.1	26.5
22.												23				26				14.0				13.3
20.	92.	22.	34.	6.					20	27	22	16	7	5	12	6	29.5	----	21.8	19.2	30.2	----	20.9	18.0
19.	93.	86.	28.		8.0	9.1	9.2	-----	13	23	25	2	2	6	15	5	----	19.8	16.5	----	----	18.7	18.3	----
19.	85.	44.	26.	14.	10.8	12.1	10.9	9.7	16	27	45	18	4	7	24	17	----	26.2	21.1	17.7	----	26.7	21.8	17.2
21.								4.2				93				71				18.6				16.6
21.												52				48				18.1				16.9
16.	95.	87.	4.						20	18	14	4	2	7	9	7	----	17.1	17.2	----	----	16.2	15.3	----
18.												60				23				16.3				15.7
16.	ALL	ALL	70.		10.2	9.9	10.3	13.9	9	9	5	2	2	2	5	6	----	----	----	----	----	----	----	----
20.	96.	89.	28.		8.0	9.0	9.0	-----	24	19	9	2	2	8	16	2	----	21.2	17.7	----	----	20.3	16.3	----
21.								3.5				62				52				17.9				16.0
20.								5.1				19				25				15.5				14.7
21.								5.3				41				20				14.6				14.7
16.	75.	77.	35.						13	11	14	3		4	6	3	20.9	----	15.8	----		----	15.0	----
21.								7.7				29				21				17.1				13.9
21.								5.4				23				17				14.3				13.8
---									2	1	2						----	----	----					
15.	29.	15.	11.		6.8	6.3	6.9	6.4	6	15	14	16	1	5	5	13	----	----	----	14.7	----	----	----	13.6
22.												57				26				14.1				13.8
15.				27.				7.5				20				17				15.6				13.8
16.	86.	90.	37.						23	19	8	2	6	10	11	5	22.2	18.7	16.1	----	21.5	18.0	15.7	----
13.	50.	11.							6	6	12	6	2	4	10	7	----	----	14.6	12.7	----	----	15.3	11.5
19.	ALL	ALL	33.	22.					14	3	2	2	5		1	7	----	----	----	----	----		----	----
21.								8.4				17				10				14.8				14.3
12.	ALL	94.	38.		6.9	8.4	7.7	11.9	24	22	12	3	6	12	12	5	20.8	18.2	16.5	----	19.0	17.4	15.4	----
21.												20				14				15.6				14.6
18.								2.1				19				7				14.3				15.1
14.	ALL	69.	19.		9.3	9.9	10.1	10.0	5	9	15	3	5	7	22	12	----	20.0	16.9	----	----	20.3	16.0	----
14.	ALL	85.	38.						8	6	11	2	2	7	5	3	----	16.7	----	----	----	15.7	----	----
21.												24				21				15.7				14.2
21.								6.1				21				7				13.3				15.0
18.				38.				8.1				18				8				15.3				14.3
9.	10.								8				13				16.9				15.9			
20.								2.3				15				16				16.0				14.0
18.	90.	61.	43.	14.	11.2	12.1	10.7	10.5	63	52	63	19	15	20	42	35	30.8	26.2	29.3	18.7	30.0	25.8	21.2	16.6
14.	91.	48.	22.	5.					34	59	41	7	11	31	38	23	31.3	26.1	21.9	17.5	30.4	24.5	21.2	17.8

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NORTH CAROLINA (CONTD)																				
N C SCH OF THE ARTS		IV				2				21.3	21.3				2				25.5	25.5
N C STATE UNIV AT RALEIGH	101	I	2	1	1	4	38.1	28.1	23.1	16.5	28.1	2	2	1	3	44.4	33.3	27.5	19.7	33.1
NC WESLEYAN COLLEGE	1	IIB	4	4	4		21.4	18.1	15.4	----	17.0	4	4	5		24.4	20.7	17.4	----	19.2
PAMLICO TECHNICAL C		IV				5				15.3	15.3				4				17.9	17.9
PEACE COLLEGE		IV				4				17.3	17.3				4				20.0	20.0
PEMBROKE STATE UNIVERSITY		IIB	1	1	1*	1	29.9	24.9	22.2	18.0	23.3	1	1	1*	1	35.5	29.7	26.2	21.2	27.6
PFEIFFER COLLEGE		IIB	4	5	4	5	20.6	16.7	16.4	11.8	17.4	4	5	3	5	25.0	20.3	19.8	14.4	21.1
PIEDMONT BIBLE COLLEGE		IIB				5				10.9	10.9				5				12.5	12.5
PIEDMONT TECHNICAL C	PNA	IV																		
PITT CMTY COLLEGE		IV				5				14.9	14.9				4				18.1	18.1
QUEENS COLLEGE		IIB	4	3	5		22.9	20.3	15.1	----	17.8	3	3	5		27.0	23.0	17.6	----	20.7
RANDOLPH TECHNICAL C		IV				5				15.1	15.1				4				18.3	18.3
RICHMOND TECHNICAL C		IV				4				17.4	17.4				3				21.2	21.2
ROANOKE BIBLE COLLEGE		IIB					----	----	----		13.1					----	----	----		14.2
ROANOKE-CHOWAN TECH INST		IV				4				15.3	15.3				4				20.0	20.0
ROBESON TECHNICAL C		IV				4				16.8	16.8				4				20.3	20.3
ROCKINGHAM CMTY COLLEGE	1	IV				4				16.6	16.6				4				20.0	20.0
ROWAN TECHNICAL COLLEGE		IV				4				17.3	17.3				3				21.1	21.1
RUTLEDGE COLLEGE		IV								----	----								----	----
RUTLEDGE COLL CHARLOTTE		IV								----	----								----	----
SACRED HEART COLLEGE		IIB			5		----	----	14.6		15.4			5		----	----	16.1		16.7
SNT ANDREWS PRESB COLLEGE		IIB	4	2	3	2	22.9	21.9	17.2	15.6	19.7	4	2	3	3	25.9	25.4	19.4	17.3	22.5
SAINT AUGUSTINES COLLEGE		IIB	5	4	5	5	19.0	17.5	14.9	12.0	15.1	5	5	5	5	21.3	19.7	16.4	13.5	16.8
SAINT MARY'S COLLEGE		III		5	5	5	----	18.1	14.7	12.3	15.1		5	5	5	----	20.8	16.6	13.7	17.0
SALEM COLLEGE		IIB	4	4	3		23.1	19.0	16.9	----	19.8	4	4	3		26.7	22.1	19.5	----	23.0
SAMPSON TECHNICAL C		IV				5				14.0	14.0				5				16.2	16.2
SANDHILLS CMTY COLLEGE		IV				4				15.6	15.6				4				18.9	18.9
SHAW UNIVERSITY		IIB	4	3	4	5	22.6	20.1	16.6	12.8	18.2	4	4	4	5	24.9	22.0	18.3	14.1	20.0
STHESTN BAPTIST THEOL SEM		IIA	4	5			24.3	17.9	----		22.0	4	5			28.7	21.0	----		26.1
SOUTHEASTERN CMTY COLLEGE		IV				5				14.4	14.4				5				17.3	17.3
SOUTHWESTERN TECH C		IV				4				15.5	15.5				4				19.0	19.0
STANLY TECHNICAL C		IV				5				12.4	12.4				5				14.8	14.8
SURRY COMMUNITY COLLEGE		IV				5				15.1	15.1				4				18.5	18.5
TECH C OF ALAMANCE		IV				4				17.0	17.0				3				20.6	20.6
TRI-COUNTY COMMUNITY C		IV				5				14.0	14.0				5				17.0	17.0
UNIV N C AT ASHVILLE		IIB	1	1	1		30.4	25.8	21.2		24.1	1	1	1		35.5	30.2	24.7		28.1
UNIV N C AT CHAPEL HILL		I	1	1	1	1	41.5	29.5	24.3	21.0	32.8	1	2	1	1*	47.3	34.1	28.3	24.6	37.6
UNIV OF N C CHARLOTTE		IIA	1	2	2	2	33.3	26.3	21.6	17.5	24.6	2	2	2	2	37.5	30.0	24.8	20.2	28.1
UNIV N C AT GREENSBORO		I	2	2	5	3	38.5	27.9	20.1	17.5	26.7	3	3	5	3	43.2	31.7	23.2	20.0	30.4
UNIV N C AT WILMINGTON	GTO	IIB	1	1	1	1	30.6	25.0	21.3	17.6	25.0	1	1	1	1	36.1	29.7	25.3	21.1	29.6
VANCE-GRANVL CMTY COLLEGE		IV				4				15.7	15.7				4				18.9	18.9
WAKE FOREST UNIVERSITY		IIA	1	1	2	4	33.4	27.0	21.6	15.4	26.9	1	1	2	4	39.7	32.5	25.3	17.5	31.9
WAKE TECHNICAL COLLEGE		IV				4				15.7	15.7				4				18.9	18.9
WARREN WILSON COLLEGE		IV				5				11.6	11.6				5				14.2	14.2
WAYNE COMMUNITY COLLEGE		IV				4				16.2	16.2				4				19.4	19.4
WESTERN CAROLINA UNIV		IIA	2	2	2	3	30.6	25.2	21.0	15.9	24.5	2	3	2	3	35.8	29.5	24.7	18.7	28.8
WESTERN PIEDMONT CC		IV				4				15.5	15.5				4				18.5	18.5
WILKES COMMUNITY COLLEGE		IV				4				17.2	17.2				3				20.8	20.8
WILSON CO TECHNICAL INST		IV				4				16.0	16.0				4				19.4	19.4
WINGATE COLLEGE		IIB	4	4	3	1	22.1	18.8	17.1	16.8	18.2	4	4	3	2	25.1	22.0	19.9	19.2	21.1
WINSTON SALEM STATE UNIV		IIB	1	1	1*	2	28.9	24.8	22.1	15.8	22.8	1	1	1*	2	34.4	29.4	26.2	19.0	27.1
NORTH DAKOTA																				
DICKINSON STATE COLLEGE		IIB	2	1	1*	1*	26.9	24.3	21.5	18.8	22.9	2	1	1	1*	31.5	28.4	25.0	21.9	26.8
JAMESTOWN COLLEGE		IIB	2		1		26.0	----	20.3	----	21.4	3		1		30.0	----	23.6	----	24.8
LAKE REGION CMTY COLLEGE		IV				3				18.2	18.2				3				21.3	21.3
MAYVILLE STATE COLLEGE		IIB	1	1*	1		29.3	26.0	20.0	----	23.6	1	1	1		34.2	30.8	23.6	----	28.3
MINOT STATE COLLEGE		IIA																		
ND STATE SCHOOL SCIENCE		IV				2				22.5	22.5				2				26.5	26.5
ND STATE U MAIN CAMPUS		I	4	5	4	3	31.8	22.9	20.8	17.2	22.9	5	5	4	3	36.9	27.1	24.6	20.5	27.0
ND STATE U BOTTINEAU		IV				2				23.1	23.1				2				27.3	27.3
STANDING ROCK CC		IV				3				18.4	18.4				3				21.7	21.7
TRINITY BIBLE INSTITUTE		IV				5				10.2	10.2				5				12.2	12.2
U OF ND MAIN CAMPUS		I	5	4	3	1	31.6	25.8	21.5	18.7	25.7	5	4	4	2	36.9	30.1	24.8	21.4	29.9
U OF ND WILLISTON BRANCH		IV				3				19.3	19.3				3				22.4	22.4
VALLEY CITY STATE COLLEGE		IIB	1*	1	1*		58.0	24.6	22.4	----	30.6	1*	1	1*		64.0	28.7	25.9	----	34.7
OHIO																				
AIR FORCE INST TECHNOLOGY	38	I	2	1*	1*		37.8	32.9	32.9		35.4	3	1*	1*		42.9	37.7	37.7		40.4
ASHLAND COLLEGE		IIB	2	1	1	2	27.2	23.5	20.1	15.6	22.7	2	2	1	3	31.7	27.4	23.3	17.5	26.3
BALDWIN-WALLACE COLLEGE		IIB	1	2	2		30.4	22.0	18.1		24.8	1	2	2		36.2	26.7	22.2		29.9
BELMONT TECHNICAL COLLEGE		III				2			----	16.4	16.9				2			----	19.7	20.2
BLUFFTON COLLEGE		IIB	5	5	5		20.2	16.8	15.1	----	17.0	4	5	5		23.9	19.9	17.7	----	20.1
BORROMEO COLLEGE OF OHIO		IV																		
BOWLING GRN ST U MAIN CAM		I	3	3	4	3	34.1	26.6	20.9	17.2	26.7	3	3	4	3	39.8	31.2	24.7	20.4	31.3
BOWLING GRN ST U FIRELDS		III		1	2	3		25.7	19.8	16.3	20.6		2	2	3		30.1	23.4	19.4	24.3
CAPITAL UNIVERSITY		IIB	2	4	3	4	26.1	18.7	16.8	13.6	21.3	2	3	3	4	32.8	22.9	20.0	16.0	26.3
CASE WESTERN RESERVE U		I	2	3	3	1	36.7	27.1	21.6	19.2	28.9	2	2	3	1	44.5	32.9	25.5	22.9	34.8
CEDARVILLE COLLEGE		IIB	4	3	3		22.7	19.6	17.3	----	19.1	4	4	3		26.1	22.6	20.0	----	22.1
CENTRAL OHIO TECHNICAL C		IV				3				18.3	18.3				3				21.7	21.7
CINCINNATI BIBLE SEMINARY		IIB	5				20.0				20.0	5				22.7				22.7
CIRCLEVILLE BIBLE COLLEGE		IIB	5				9.4		----		9.8	5				11.0		----		11.4
CLARK TECHNICAL COLLEGE		III		3	2	2		22.3	19.9	16.7	19.4		2	2	3		28.3	24.5	19.4	24.1
CLEVELAND INST OF ART	PNA	III																		
CLEVELAND ST UNIVERSITY		IIA	1*	1	1	1	36.8	27.2	22.7	18.5	28.3	1	1	1	2	43.5	32.5	27.4	21.7	33.8
C MT SNT JOS-ON-THE-OHIO		IIB	4	4	4	3	21.2	18.5	15.6	14.3	17.3	4	4	4	4	24.7	21.3	18.1	15.9	19.9
U OF STEUBENVILLE	LFO	IIB	4	4	5	5	22.2	18.4	14.3	12.5	16.9	4	4	5	5	26.5	21.7	17.0	14.2	20.0
COLLEGE OF WOOSTER		IIB	2	1	2	2	28.4	23.9	19.1	15.5	24.2	1	1	2	2	37.0	29.8	22.7	18.0	30.5
COLUMBUS C ART AND DESIGN		IIB		2	4	1	----	21.5	16.5	18.2	19.2		2	3	1	----	25.3	19.4	20.3	22.2
COLUMBUS TECHNICAL INST		IV				3				18.0	18.0				3				21.1	21.1
CUYAHOGA COMM COLL DIST		IV				1				27.2	27.2				1				33.2	33.2
DEFIANCE COLLEGE		IIB	4	4	3		21.1	18.6	17.5	----	18.5	4	4	2		25.2	22.5	21.1	----	22.3
DENISON UNIVERSITY		IIB	1	3	2	2	29.7	19.8	18.7	16.3	23.2	1	2	2	2	39.2	26.5	22.8	19.0	29.9
DYKE COLLEGE		IIB			5	5			14.7	12.7	13.7			5	5			17.3	15.1	16.2
EDISON STATE CMTY COLLEGE		IV				2				20.3	20.3				2				23.9	23.9
FINDLAY COLLEGE		IIB	3	3	3	3	24.3	20.4	17.4	14.5	18.8	3	3	3	3	29.2	24.4	20.2	16.8	22.2
FRANKLIN UNIVERSITY		IV				2				20.8	20.8				2				24.7	24.7
HEBREW UNION C MAIN CAM	39	I	1*	1			43.3	28.2	----		38.7	1*	2			55.0	33.9	----		48.5
HEIDELBERG COLLEGE		IIB	3	4	4		23.1	15.0	15.8	----	18.5	3	4	4		30.0	22.2	19.1	----	23.0
HIRAM COLLEGE		IIB	2	3	3	4	26.8	20.8	17.0	13.5	20.6	2	3	2	4	32.5	24.9	21.2	15.5	25.0
HOCKING TECHNICAL COLLEGE		IV																		
JEFFERSON TECHNICAL C	1	III		4		4		20.5		15.3	18.3		4		3		24.7		18.1	21.9
JOHN CARROLL UNIVERSITY	LFO	IIA	4	3	3	1*	27.5	23.2	20.0	20.7	24.9	4	3	3	1	31.8	27.0	23.0	24.3	28.9
KENT STATE U MAIN CAMPUS		I	5	5	5	4	30.9	23.7	20.1	16.4	25.0	5	5	4	3	36.4	28.2	24.0	19.8	29.6
KENT ST ASHTABULA REG CAM		III			3	4		----	19.3	15.2	18.9			2	3		----	23.1	18.4	22.7
KENT ST E LIVERPL REG CAM		III			4				17.0		17.0			4				20.5		20.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.				1.				17.2				44				34				22.3				19.9
18.	99.	80.	13.		10.7	11.1	12.5	11.9	300	230	191	35	10	23	66	27	38.2	28.4	23.4	16.5	33.5	25.5	22.5	16.3
13.	86.	43.	10.						7	7	14	2			7	2	21.4	18.1	16.0	----			14.3	----
17.												5				6				----				----
15.				68.				9.6				8				17				18.9				16.6
19.	ALL	77.	26.		11.5	14.4	14.5	13.7	21	25	29	12		6	9	4	29.9	26.0	22.2	----		20.7	22.2	----
21.	95.	90.	40.		7.3	7.2	7.3	-----	18	15	5	4	3	6	5	4	----	16.7	----	----	----	16.9	----	----
15.												14				3				----				----
21.												37				43				16.0				14.0
16.	92.	67.	10.		8.4	11.5	5.9	-----	9	5	9	2	3	5	11	4	----	----	15.4	----	----	----	14.8	----
21.												24				10				15.3				14.5
22.												17				18				17.8				17.1
8.									3	3	1		1				----	----	----		----			
30.												11				21				15.7				15.1
21.												23				19				16.8				16.8
20.												30				17				16.6				16.7
22.								3.6				33				22				17.7				16.7
---												3				2				----				----
---												1				4				----				----
8.					-----	-----	9.0		2	3	4		3	4	7		----	----	----		----	----	----	
14.	90.	95.	30.		4.9	9.6	7.5	5.8	10	16	14	4	2	4	6	4	----	----	17.2	----	----	----	17.2	----
12.	ALL	31.	18.						9	9	11	15	2	7	6	11	----	19.1	15.4	11.7	----	15.5	14.0	12.4
13.	ALL	88.	17.	8.	-----	12.1	13.8	11.1	2	2	8	4	4	7	4	8	----	----	----	----	----	----	----	----
16.	95.	86.	23.		8.6	8.6	9.0	-----	10	16	6		9	6	7	2	23.3	19.2	17.3		22.8	18.5	16.6	----
15.												17				21				14.4				13.7
21.								10.3				59				42				15.8				15.3
10.	67.	32.	14.						8	16	8	6	4	8	6	5	----	21.0	17.5	----	----	18.3	15.3	----
19.	ALL	44.							22	9	1	1	1		1	1	24.3	17.9	----				----	
20.								13.5				33				31				14.8				14.0
23.												26				23				15.8				15.1
20.												10				16				14.8				10.8
23.				54.								40				16				15.7				13.5
21.												29				22				17.7				16.2
21.								5.0				15				9				14.1				13.7
17.	93.	57.	3.		9.6	10.0	11.3		14	23	18		1		15		----	25.8	21.3		----		21.1	
15.	99.	88.	9.		9.8	10.4	12.0	9.4	510	248	159	8	31	73	78	13	41.8	30.1	24.7	24.2	36.5	27.3	23.4	19.1
14.	97.	84.	10.		9.6	11.0	11.1	11.4	65	126	94	2	10	27	44	6	33.6	26.6	22.0	----	31.0	24.8	20.7	----
14.	ALL	88.	31.		10.2	10.7	10.9	9.5	104	105	84	26	26	48	63	35	38.9	27.8	22.2	17.2	36.9	28.1	17.3	17.7
19.	ALL	84.	21.		10.3	11.3	11.2	11.9	35	43	74	2	2	8	29	4	----	25.0	21.1	----	----	25.2	21.6	----
21.												24				16				16.0				15.2
19.	ALL	87.	16.		11.1	11.4	11.3	10.4	84	60	26	15	5	7	12	11	----	27.4	21.9	15.3	----	24.3	21.1	15.6
20.												56				40				16.5				14.6
23.				61.				5.0				28				8				11.9				10.4
20.												59				43				16.5				15.8
17.	96.	83.	39.		10.3	12.0	11.7	10.9	73	91	58	15	8	25	39	7	30.7	25.2	21.3	15.7	29.2	24.9	20.5	16.3
20.				64.				5.0				23				24				16.4				14.6
21.												36				23				17.6				16.6
21.								4.1				30				15				16.5				15.1
16.									10	9	24	5	2	3	12	2	----	----	17.4	----	----	----	16.4	----
19.	86.	47.	5.						17	21	19	14	12	9	18	16	29.0	24.8	23.4	17.3	28.8	24.8	20.7	14.6
17.	94.	ALL	50.						16	11	12	5	1	3	2	10	26.9	----	21.5	----		----		----
16.									7	5	13	1		2	6	4	26.0	----	21.3				18.2	----
17.								7.4				20				12				18.5				17.6
20.	92.	78.	13.		19.3	20.5	19.4	-----	12	8	11	4		1	5	4	29.3	26.0	----	----			----	----
					13.1	10.6	7.0	7.2																
18.				70.				9.6				137				28				22.9				20.6
18.	95.	84.	36.		7.8	7.0	12.7	13.1	72	85	68	7	8	18	30	14	32.3	22.2	21.1	17.5	25.7	26.4	20.1	17.0
18.				77.				13.5				14				6				23.8				21.4
18.												8				5				----				----
19.												10				4				----				----
16.	98.	83.	22.	4.					107	106	71	14	7	30	46	14	31.9	26.2	22.1	18.3	27.7	24.6	20.6	19.1
16.												2				9				19.5				18.8
14.	ALL	76.		20.					11	16	8			5	4	5	58.0	----	----			----	----	----
14.					5.2	6.9	8.5	-----	34	19	14	2				1	37.8	32.9	[illegible]					
16.	ALL	81.	27.		23.5	21.6	24.2	11.0	31	23	24	9	3	8	9	4	----	23.2	20.8	----	----	24.3	18.2	----
21.	91.	78.	64.						52	38	14	1	4	12	11		----	22.1	18.2		----	21.5	17.9	
20.										3	4	10		3	2	9			----	17.4				15.3
18.	93.	42.	21.		5.3	7.1	5.5	-----	12	12	8		5		6	3	----	16.8	14.8		----		15.5	----
17.	ALL	84.	27.	13.	7.5	8.2	8.5	10.3	230	184	107	25	15	48	72	27	34.2	27.0	21.2	17.5	33.6	25.3	20.5	16.9
18.		92.	20.	8.		8.7	11.3	12.5		11	9	8		1	1	4		----	----	----		----	----	----
24.	96.	72.	17.		7.5	6.5	10.6	-----	41	23	11	3	11	16	12	3	26.8	19.3	18.5	----	23.6	17.7	15.1	----
21.	98.	75.			11.8	11.0	12.1	7.3	195	106	98	20	15	32	45	17	37.0	27.3	22.0	19.8	32.8	26.5	20.7	18.6
15.	95.	78.	4.		11.6	11.3	12.2	-----	19	14	20		1	4	7	4	22.7	----	17.5			----	16.9	----
18.				32.				8.0				19				17				18.1				18.5
13.									12	3	1	1	1	1			20.0							
17.					10.0		-----	-----	3		3	1	3				----		----		----			
24.										9	13	7		7	10	14		23.0	20.8	16.5		21.2	18.8	16.7
19.	98.	92.	4.	3.	7.3	7.3	6.3	12.3	130	207	75	15	11	42	34	19	36.7	27.6	23.6	19.4	37.3	25.1	20.7	17.9
15.	ALL	82.	21.		12.1	12.9	9.5	-----	5	4	5		6	13	23	6	----	----	----		----	----	----	14.3
18.	ALL	69.	23.						6	10	9	3	4	3	4	3	----	----	----	----	----	----	----	----
26.	98.	73.			9.4	10.0	10.5	5.2	58	11	26	3	5	4	14	4	----	----	19.5	----	----	----	18.3	----
16.									5	12	12	10		2		4	----	21.5	16.5	----				----
17.				58.				6.4				91				55				18.5				17.1
22.				83.				9.9				227				136				28.7				24.8
20.	ALL	88.			9.3	9.0	10.4	12.9	11	12	11	5	1	4	4	1	21.1	----	----	----		----	----	
29.	ALL	93.			10.3	12.4	13.3	14.6	58	21	31	5	2	8	20	3	----	24.3	19.2	----	----	7.8	17.9	----
18.		ALL	62.							1	7	8		1	6	4			14.6	----			14.8	----
18.								10.2				20				12				21.2				18.6
18.	ALL	65.	8.		14.0	13.2	11.6	13.3	8	14	8	11	1	3	5	3	----	----	----	----	----	----	----	----
19.								6.9				32				12				21.9				17.8
25.	ALL				10.9	13.7	13.7	-----	25	11	3						43.3	28.2	----					
24.	ALL	ALL	40.		4.3	4.9	5.6	-----	16	10	12	3	1	4	3	1	----	----	----	----	----	----	----	----
21.	ALL	90.	24.		7.1	8.5	11.0	-----	17	26	13	2	1	5	8	4	----	----	17.7	----	----	----	16.0	----
								8.0																
20.		10.	ALL	67.						14	2	5		6	2	10		----		----		----		----
16.	ALL	95.	53.	ALL	13.1	12.0	13.0	12.4	63	30	16	5	9	8	5	4	27.7	23.5	----	----	25.8	21.8	----	----
19.	99.	97.	48.	14.	5.8	6.4	6.4	6.5	234	173	140	3	13	61	75	11	31.0	23.7	20.4	----	29.7	23.4	19.5	----
20.	ALL	80.	68.	17.					1	4	14	3		1	5	3		----	----	----			----	----
21.		ALL	40.	50.						2	5				5	2			----				----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
OHIO (CONTD)																				
KENT ST U SALEM REG CAM		III		2	3			23.0	19.5		21.2		3	2			27.4	23.6		25.5
KENT ST STARK CO REG CAM		III		2	2			23.0	20.6	----	21.5		3	2			27.3	24.5	----	25.5
KENT ST TRUMBULL REG CAM		III		3	3			22.6	18.9	----	20.5		3	3			26.9	22.7	----	24.6
KENT ST TUSCARAWS REG CAM		III		3	3			22.2	19.2	----	19.3		3	3			26.4	23.0	----	23.1
KENYON COLLEGE		IIB	1*	1*	1	2	34.1	25.9	20.1	15.9	25.4	1	1*	1	2	40.5	32.2	24.2	19.1	30.8
KETTERING C MEDICAL ARTS		III			5	4	----	----	16.3	15.3	16.8			5	4	----	----	18.2	17.1	18.7
LAKE ERIE COLLEGE		IIA																		
LAKELAND CMTY COLLEGE		IV				1				26.5	26.5				1				30.7	30.7
LIMA TECHNICAL COLLEGE		III			1	2			21.4	17.6	19.7			1	2			25.8	21.4	23.8
LORAIN CO CMTY COLLEGE		III	2	1	1	2	29.4	28.0	22.4	17.7	23.5	2	1	1	1	35.3	33.6	27.1	21.7	28.4
LOURDES COLLEGE		IV								----	----								----	----
MALONE COLLEGE		IIB	4	5	5		21.1	17.5	15.4	----	18.3	4	4	4		25.0	20.6	18.3	----	21.6
MARIETTA COLLEGE		IIB	2	3	2		25.8	20.7	19.2	----	22.4	2	3	2		30.2	24.2	22.6	----	26.2
MARION TECHNICAL COLLEGE		IV				3				19.3	19.3				3				23.0	23.0
MIAMI-JACOBS JC BUSINESS		IV				5				9.1	9.1				5				10.3	10.3
MIAMI U HAMILTON CAMPUS		III		2	3	1		24.9	19.3	17.9	20.9		2	2	1		29.9	23.3	21.6	25.2
MIAMI U MIDDLETOWN CAMPUS		III		2	2	1*		23.5	19.8	21.3	21.3		2	2	1*		28.3	23.9	25.6	25.7
MIAMI UNIV OXFORD CAM		I	3	4	4	2	34.0	25.8	20.6	18.1	25.5	3	4	4	2	40.4	30.9	24.8	22.0	30.6
MICHAEL J OWENS TECH C		III	3	3	3	2	25.5	21.8	19.5	16.8	19.2	2	3	2	2	30.7	26.3	23.8	20.6	23.4
MOUNT UNION COLLEGE		IIB	2	3	2	3	26.1	20.5	18.2	14.9	20.7	2	2	2	2	32.8	26.2	22.2	18.7	25.9
MOUNT VERNON NAZARENE C		IIB	4	4	4		21.0	18.0	15.5	----	16.8	4	4	4		25.3	21.7	18.2	----	19.9
MUSKINGUM AREA TECH C		III		4	3	1		20.1	18.8	18.0	18.8		4	3	1		24.0	22.4	21.6	22.5
MUSKINGUM COLLEGE		IIB	2	3	3	3	25.8	20.5	17.5	14.4	20.6	2	2	3	4	32.3	25.2	20.9	16.1	25.1
NORTH CEN TECH COLLEGE		III		4	4	3		19.8	17.6	15.9	17.7		4	4	3		24.1	21.4	19.4	21.5
NORTHWEST TECH COLLEGE		IV				4				16.3	16.3				4				18.8	18.8
NOTRE DAME COLLEGE	LFO	IIB				5			----	11.5	13.6				5			----	13.0	15.1
OBERLIN COLLEGE		IIB	1*	1	1	1	34.9	25.9	20.0	17.0	27.1	1*	1*	1	1	45.0	33.1	24.1	20.3	34.3
OHIO C PODIATRIC MEDICINE		IIA																		
OHIO DOMINICAN COLLEGE		IIB	4	4	4	5	22.0	19.3	16.1	12.1	17.1	4	4	4	5	24.6	22.4	18.5	13.7	19.6
OHIO NORTHERN UNIVERSITY		IIB	2	2	1	1	27.4	22.5	19.7	16.7	22.6	2	2	1	1	32.2	26.6	23.4	20.0	26.7
OHIO STATE U MAIN CAMPUS		I	2	1	1	2	38.6	28.9	23.8	17.9	30.7	2	2	1	2	45.4	34.4	23.5	21.8	36.4
OHIO U MAIN CAMPUS		I	5	5	5	4	31.4	24.6	20.2	15.9	25.6	5	5	4	5	36.8	29.0	24.0	17.8	30.1
OHIO U BELMONT CO BRANCH		III		2	1			24.5	21.1		22.8		2	2			28.9	25.0		27.0
OHIO U CHILLICOTHE BR		III			2			----	19.8		20.9			2			----	23.2		24.5
OHIO U LANCASTER BRANCH		III		2	3	3		23.0	19.2	16.0	17.6		3	3	3		27.2	22.9	19.2	23.3
OHIO U ZANESVILLE BRANCH		III		4	3			21.5	18.7	----	19.3		3	3			25.5	22.3	----	22.9
OHIO WESLEYAN UNIVERSITY		IIB	1	2	2		29.4	22.9	19.0	----	23.8	1	1	1		37.7	29.4	23.4	----	30.2
OTTERBEIN COLLEGE		IIB	2	3	4	2	26.0	19.8	16.5	15.3	18.8	2	3	4	3	31.9	24.0	19.3	16.6	22.5
PONTIFICAL C JOSEPHINUM		IIA		5	5		----	10.7	5.7		8.3		5	5		----	12.3	6.9		9.7
RIO GRANDE COLLEGE		IIB		3	2	3	----	19.7	19.1	14.8	17.7		3	1	2	----	23.9	23.5	18.2	21.7
SHAWNEE ST CMTY COLLEGE		III		2	3	3		23.1	19.2	16.1	18.9		3	3	3		27.2	22.8	19.1	22.4
SINCLAIR CMTY COLLEGE		III	4	5	5	4	23.7	19.0	16.3	14.2	19.8	3	4	4	3	29.4	23.9	20.6	18.1	24.8
SOUTHERN OHIO COLLEGE		IV				5				11.2	11.2				5				12.6	12.6
STHN ST GEN-TECH COLLEGE		III		5	5	5		17.7	15.8	12.8	14.8		5	5	5		21.9	19.6	15.9	18.4
STARK TECHNICAL COLLEGE		III		1	1	2		25.4	21.3	16.5	18.8		1	1	2		30.7	25.9	20.5	23.2
TERRA TECHNICAL COLLEGE		IV				3				18.2	18.2				3				21,8	21.8
TIFFIN UNIVERSITY		IIB				4			----	13.8	14.3				4			----	15.4	15.9
TRINITY LUTHERAN SEMINARY		IIA	5				23.0	----	----		22.0	4				28.7	----	----		27.4
UNITED THEOLOGICAL SEM		IIA	5				22.0	----	----		21.6	5				26.8	----	----		26.3
U OF AKRON MAIN CAMPUS		I	3	2	2	2	34.0	27.1	21.9	18.2	26.5	3	2	2	1	40.9	33.0	26.8	22.5	32.2
U AKRON WAYNE GEN-TECH C		III			4				17.4	----	17.1			3				21.8	----	21.3
U OF CINCINNATI MAIN CAM		I	3	2	2	4	36.4	27.5	21.9	16.1	28.5	2	2	2	3	44.7	33.9	27.0	19.8	35.0
U CINCIN CLERMNT GEN-TECH		III			1			----	21.1	----	19.9			1			----	25.9	----	24.5
U CINCIN RAYMND WALTERS C		III		1	2	4	----	25.5	20.0	15.3	21.8		1	2	3	----	31.3	24.7	18.8	26.8
UNIVERSITY OF DAYTON		IIA	3	2	3	4	29.1	25.1	20.1	15.3	24.1	3	2	3	4	34.9	30.1	24.2	18.3	28.9
UNIVERSITY OF TOLEDO		I	4	3	3	2	33.1	26.0	21.9	18.5	28.3	3	3	2	1	39.8	31.7	26.9	23.1	34.3
URBANA COLLEGE		IIB																		
URSULINE COLLEGE		IIB	5		4	2	19.6	----	15.8	15.8	16.5	5		3	2	23.6	----	19.7	18.8	20.0
WALSH COLLEGE		IIB	4	4			20.7	17.5			18.9	4	4			24.1	20.9			22.3
WASHINGTON TECH COLLEGE		IV				4				15.9	15.9				4				19.0	19.0
WILBERFORCE UNIVERSITY		IIB		4	4	4	----	18.2	15.5	13.7	16.4		4	4	3	----	22.1	18.7	16.7	19.9
WILMINGTON COLLEGE		IIB	4	4	5		21.3	18.7	15.3	----	17.9	4	4	5		25.4	21.9	17.6	----	21.0
WITTENBERG UNIVERSITY		IIB	1	1	1	1	29.4	24.2	19.8	18.4	24.1	1	1	1	1	36.6	31.0	24.1	21.5	30.0
WRIGHT ST U MAIN CAMPUS		IIA	2	3	3	3	31.0	24.2	19.4	16.0	23.6	1	2	2	2	39.7	31.2	25.3	21.2	30.5
WRIGHT ST U WSTN OHIO BR		IIA			4	3		----	18.7	16.1	18.2			2	2		----	24.5	21.2	23.9
XAVIER UNIVERSITY		IIA	3	3	3	3	29.4	24.1	19.9	16.4	24.6	3	3	3	3	34.5	28.6	23.9	20.0	29.1
YOUNGSTOWN ST UNIVERSITY		IIA	1	1	1	2	32.7	27.2	22.2	17.1	27.1	1	1	1	1	39.7	33.3	27.5	23.0	33.3
OKLAHOMA																				
BACONE COLLEGE		III			5			----	16.7	----	16.8			5			----	18.8	----	18.9
BARTLESVILLE WESLEYAN C		IV				4				16.4	16.4				4				19.2	19.2
BETHANY NAZARENE COLLEGE		IIA	5	5	4	4	21.2	19.3	17.9	15.2	19.0	5	5	4	4	25.3	23.1	21.6	18.0	22.7
CAMERON UNIVERSITY		IIB	2	1	1*	1*	28.2	25.5	22.0	18.5	23.8	2	1	1	1	31.3	28.4	24.5	20.7	26.5
CARL ALBERT JR COLLEGE		IV				2				20.6	20.6				3				22.8	22.8
CENTRAL STATE UNIVERSITY		IIA	2	1	1*	1*	30.4	27.7	24.9	20.4	26.6	3	2	1	1	33.5	30.5	27.5	22.7	29.4
CLAREMORE JUNIOR COLLEGE		IV				2				21.4	21.4				2				23.7	23.7
CONNORS STATE COLLEGE		IV				2				21.2	21.2				3				23.5	23.5
EAST CENTRAL OKLA STATE U		IIA	3	2	1*	1	28.1	26.1	23.5	18.8	23.5	4	3	2	2	31.0	28.9	26.0	20.9	26.0
EASTERN OKLA ST COLLEGE		IV				2				21.7	21.7				2				24.9	24.9
EL RENO JUNIOR COLLEGE		IV				2				21.5	21.5				2				23.8	23.8
LANGSTON UNIVERSITY		IIB	2	1	1*	1*	26.7	24.8	25.3	19.1	24.4	3	1	1*	1*	29.9	27.8	28.4	21.7	27.4
MIDWEST CHRISTIAN COLLEGE		IIB						----			----						----			----
MURRAY STATE COLLEGE		IV				2				21.5	21.5				2				24.7	24.7
NTHESTN OKLA AGRL-MECH C		IV				2				21.8	21.8				2				25.0	25.0
NORTHEASTERN OKLA STATE U		IIA	3	3	2	1	28.4	24.2	20.8	18.3	23.8	4	4	3	2	31.3	26.8	23.1	20.4	26.4
NORTHERN OKLAHOMA COLLEGE		IV				2				20.9	20.9				3				23.3	23.3
NTHWSTN OKLA STATE U		IIA	3	2	1	2	29.4	26.3	22.8	17.6	23.2	3	3	2	3	32.4	29.0	25.3	19.6	25.7
OKLAHOMA BAPT UNIVERSITY		IIB	3	3	3	3	23.9	20.7	17.3	14.4	18.7	3	3	3	3	28.1	24.5	20.6	16.6	22.1
OKLA CHRISTIAN COLLEGE		IIB	3	2	1	3	25.2	22.9	20.0	15.1	21.2	3	3	2	3	27.7	24.8	21.6	16.6	23.1
OKLAHOMA CITY UNIVERSITY		IIA	4	5	4	5	27.4	19.1	18.0	14.2	20.4	4	5	5	5	31.0	21.3	19.9	15.7	22.9
OKLA C OSTEO MED AND SURG		IIA																		
OKLA PANHANDLE STATE U		IIB	2	1		1*	26.1	24.1	----	19.1	22.7	3	2		1*	29.7	27.5	----	22.1	26.0
OKLA STATE U MAIN CAMPUS		I	4	4	3	4	33.3	25.8	21.8	16.3	26.8	3	3	2	3	40.1	31.3	26.5	20.0	32.4
OKLA STATE U TECH INST		III		2	2	1		24.1	20.7	18.1	20.4		2	1	1		29.2	25.3	22.3	25.0
OSCAR ROSE JUNIOR COLLEGE		IV				2				21.5	21.5				2				24.9	24.9
PHILLIPS UNIVERSITY		IIA	5	5	5		21.7	18.7	16.6	----	18.8	5	5	5		24.6	21.3	19.2	----	21.5
SAINT GREGORY'S COLLEGE	LFO	IV				4				17.7	17.7				4				19.8	19.8
SAYRE JUNIOR COLLEGE		IV				3				20.2	20.2				3				22.5	22.5
SEMINOLE JUNIOR COLLEGE		IV				2				20.5	20.5				3				23.6	23.6
SOUTH OKLA CTY JR COLLEGE		IV				2				21.4	21.4				2				24.3	24.3
STHESTN OKLA STATE U		IIA	4	3	2	2	27.4	23.8	21.2	17.6	22.7	4	4	3	3	30.1	26.2	23.3	19.5	25.0
STHWSTN OKLA STATE U		IIA	2	1	1*	1	30.1	27.9	25.6	19.6	25.7	3	2	1	2	33.1	30.7	28.2	21.7	28.3
TULSA JUNIOR COLLEGE		IV				2				21.9	21.9				2				24.8	24.8
U OF OKLAHOMA NORMAN CAM		I	3	3	4	5	34.0	26.3	20.9	13.2	26.5	3	3	4	5	40.9	31.7	25.0	15.5	31.8
U OF SCI & ARTS OF OKLA		IIB		1*	1*	1*		27.0	23.9	20.0	23.8		1	1*	1*		30.6	27.2	23.6	27.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.		ALL	75.							6	6	2			2	1		23.0	19.5					
19.	ALL	ALL	90.	67.	-----	6.1	6.1	6.0	2	17	17	5	2	4	12	1		----	21.2	----		----	19.6	
20.		ALL	55.	50.						15	12	4		7	8			22.9	19.2	----		21.9	18.6	
20.	ALL	88.	67.	33.					1	6	11	2		2	4	4		22.2	----				----	----
21.	ALL	97.	10.		10.8	12.7	17.0	-----	31	28	26	3		2	16	3	34.1	----	20.7	----		----	19.0	----
12.									4	3	6	9	2	2	6	13	----	----	16.6	15.9			16.0	14.8
					5.1	8.6	8.6	-----																
16.								8.9				69				31				27.1				25.0
21.					-----	-----	12.8	12.8		1	13	9		3	17	17			21.9	18.2			21.1	17.3
21.	ALL	ALL	86.	7.	11.6	12.2	12.7	13.2	5	27	20	10	1	8	9	18	----	28.1	22.2	17.7	----	27.8	22.6	17.7
---								-----				1				3				----				----
18.	ALL	ALL			4.9	5.0	7.0		19	8	8			4	2	2	21.1	----	----			----	----	----
17.	ALL	94.	31.		6.2	8.0	8.0	-----	36	27	11	3		5	5	2	25.8	----	----	----		----	----	----
19.								8.6				13				14				19.1				19.4
12.												2				5				----				----
21.	ALL	ALL	14.	25.	-----	10.1	11.5	9.5	2	12	6	4		2	8	4		24.9	18.5	----			19.8	----
20.	ALL	ALL	43.	68.		9.2	9.7	9.6	1	10	8	11		2	6	8		23.5	20.1	22.1			19.3	20.3
20.	98.	95.	27.	12.	8.7	9.2	9.7	9.4	191	174	132	69	13	34	56	45	34.1	26.0	20.7	18.8	33.1	25.1	20.2	17.2
22.	83.	62.	10.						4	9	7	19	2	4	13	13	----	----	19.9	16.8	----	----	19.3	16.7
25.	ALL	84.	38.		12.6	11.9	15.0	12.2	20	15	11	11	2	4	5	4	----	----	----	----	----	----	----	----
19.					-----	9.0	10.4	-----	7	10	15	3			7	1	21.0	18.0	15.6	----			15.3	
20.									1	8	9	8		2	6	3		20.1	19.0	----			18.5	----
22.	96.	69.	24.		20.2	21.3	16.6	25.5	23	13	11	6		3	6	5	25.8	----	18.3	----		----	15.9	----
22.						13.5	10.5	-----	1	5	20	8		6	14	5		----	18.2	----		----	16.9	----
15.												13				6				16.3				16.2
11.									1		3	4		2	4	4			----	----			----	----
27.	ALL	92.	27.		11.8	12.[illegible]	13.2	11.1	80	48	41	8	4	15	18	6	----	25.8	20.3	17.3	----	26.0	19.5	16.7
					-----	10.2	6.5	-----																
14.	83.	82.	27.		12.3	11.1	12.8	-----	2	6	8	1	4	5	14	5	----	----	16.5	----	----	----	15.9	----
18.	96.	77.	21.		10.5	11.3	12.0	12.6	43	44	25	13	2	8	4	9	----	22.6	----	17.2	----	22.1	----	16.0
18.	ALL	94.	26.	19.	11.0	11.6	13.6	10.5	724	455	376	45	44	82	142	73	38.8	29.1	24.4	19.4	35.6	27.7	22.3	16.9
18.	97.	92.	37.	8.	6.9	6.8	7.5	7.6	248	178	81	21	8	32	58	19	31.5	24.6	20.5	16.1	28.2	24.7	19.8	15.6
18.		ALL	89.			11.1	9.3			7	8				1			24.5	21.1					
17.		ALL	45.			-----	9.2			3	9	1		1	2			----	19.8					
19.		ALL	67.			7.5	9.4	-----		8	14	3			4	3		23.0	----	----			----	----
19.	ALL	ALL	78.		-----	7.7	7.8	-----	1	8	4	1		2	5	3		21.5	----				----	----
27.	98.	92.	18.		9.4	10.7	9.2	-----	50	26	36	3	9	10	19	2	29.6	23.2	19.2	----	28.3	22.0	18.5	----
18.	93.	ALL	40.						12	19	16	3	3	5	14	14	----	----	16.8	----	----	----	16.3	----
17.									4	11	11		1				----	10.7	5.7					
22.	ALL	63.	52.	10.	-----	8.0	8.0	8.0	2	8	17	11			7	10	----	19.7	18.3	16.1			21.1	13.4
19.										8	11	14		8	7	11		22.8	19.3	16.4		23.4	19.0	15.7
25.	97.	68.	21.						63	35	26	6	25	41	22	14	23.8	19.3	16.2	14.7	23.3	18.6	16.3	14.0
13.												27				39				12.9				10.0
24.										7	3	4			4	9		17.7	----	----			----	----
23.						8.0	8.9	8.0		7	18	26			4	19		25.4	----	16.9			----	15.9
20.												41				12				18.3				17.7
11.								8.1				5			3	1				----			----	----
25.	ALL	60.							10	5	3				1		23.0	----	----					
22.	ALL				8.0	-----	-----		10	3	3		1		1		22.0	----	----					
21.	95.	90.	23.		8.8	9.4	10.3	9.3	159	194	130	22	12	46	68	43	34.3	27.4	22.2	18.7	30.8	25.9	21.4	18.0
25.		ALL	25.			-----	3.5	-----		2	3	4		1	5	1			----	----			----	
23.	99.	84.	24.	2.					326	291	159	20	25	75	112	35	36.7	27.7	21.9	16.3	32.3	26.2	22.0	16.0
23.		ALL	67.							2	7	3		2	5	4		----	----	----		----	----	----
23.	ALL	97.	29.						4	17	18	4	2	17	16	12	----	26.1	20.6	----	----	24.8	19.4	----
20.	94.	75.	33.		10.9	11.9	13.6	18.9	88	123	92	9	7	17	33	6	29.3	25.3	20.6	17.1	25.8	23.5	18.8	12.6
21.	97.	80.	34.	11.	9.6	10.6	10.9	9.0	254	147	73	13	17	37	22	15	33.4	26.6	22.1	20.2	28.3	23.9	21.1	17.1
						-----	-----	-----																
21.	ALL	40.	33.		10.1	-----	10.1	10.3		1	1		6	4	8	21		----	----		19.6	----	----	15.8
18.	70.	79.							9	12	2		1	2		1	26.7	17.5						
20.								9.1				9				9				16.2				15.6
22.	ALL	93.	54.		-----	10.9	9.0	-----	5	11	5	7	2	3	8	5	----	----	----	----		----	----	----
17.	ALL	80.	19.		7.3	7.0	7.7	-----	18	10	13	2			8	1	21.3	18.7	15.5	----			15.0	----
24.	98.	ALL	30.	22.	13.9	13.9	14.5	12.6	44	35	31	7	3	5	15	4	----	----	19.7	----	----	----	19.9	----
30.	ALL	96.	21.		8.0	9.4	9.4	10.7	99	130	88	14	6	29	43	30	----	24.6	19.6	16.2	----	22.1	19.0	15.9
31.	ALL	ALL	ALL	13.		-----	8.1	10.4	1	3	6	8			1			----	18.7	16.1				
19.	93.	79.	22.		11.7	12.4	11.8	14.4	67	44	35	4	5	8	20	4	----	25.2	20.5	----	----	17.9	18.7	----
23.	99.	94.	72.		11.0	11.3	12.6	14.8	122	117	59	34	17	33	29	2	32.8	27.6	22.6	----	32.1	26.1	21.6	----
13.						8.7	19.3	-----		4	7	1		1	14	4		----	18.0	----		----	16.0	----
17.								7.7				22				5				----				----
20.	94.	13.			8.3	9.0	11.4	-----	14	10	12	2	4	5	9	4	----	----	18.2	----	----	----	17.6	----
11.	ALL	93.	47.		10.0	14.3	12.4	20.5	32	33	42	14	8	12	24	11	28.5	25.8	22.4	19.7	27.3	24.8	21.4	17.0
11.												28				10				20.7				20.2
11.	ALL	55.	51.						79	45	67	26	24	19	48	19	30.5	27.7	24.8	20.7	30.3	27.6	25.0	20.1
11.												37				18				21.9				20.3
11.				75.				11.9				26				16				21.4				20.9
11.	96.	82.	52.		14.0	12.6	11.0	17.9	24	25	45	18	4	3	17	13	----	----	23.7	19.7	----	----	22.8	17.7
15.				58.				12.3				44				18				21.8				21.4
11.				29.								16				13				21.9				21.0
12.					3.1	4.7	8.4	4.9	3	5	8	8	8	5	5	2	----	----	----	19.1	----	----	----	
---									1	5			1					----						
15.				3[illegible].								31				8				21.9				20.1
15.				75.								70				30				21.7				22.2
11.	88.	50.	42.	3.					61	30	46	18	8	14	13	12	28.7	24.7	21.1	19.0	26.1	23.1	19.8	17.3
11.				41.								31				18				21.4				20.1
11.	ALL	90.	40.	8.					9	9	25	9	2	1	10	3	29.4	26.3	22.8	----			22.9	----
18.	92.	86.	40.		10.0	10.2	10.9	11.0	11	17	27	4	2	4	21	7	----	----	17.5	----	----	----	17.1	----
9.	85.	13.			12.7	-----	12.7	10.4	19	8	14	8	1			4	25.2	22.9	20.0	----				----
12.	94.	68.	38.	57.					27	30	15	8	4	8	11	6	27.4	19.3	20.5	17.1		18.2	14.5	11.2
					-----	11.4	12.6																	
15.	ALL	58.	40.						11	13	2	7		6	4	8	26.1	24.3	----	19.6		23.8	----	18.6
21.	99.	82.	8.	38.	13.9	14.4	17.3	20.0	322	218	203	13	17	32	57	24	33.4	25.9	22.0	17.5	32.3	24.7	20.8	15.7
22.	ALL	ALL	77.						1	5	15	10	3	4	11	6		----	21.4	18.3		----	19.7	17.8
16.				60.				12.6				80				70				22.2				20.8
14.	90.	72.	4.		9.9	12.8	10.9		20	15	13		1	3	11	1	----	----	16.9		----	----	16.3	----
12.				75.				9.5				10								17.7				
12.				80.								6				4				----				----
15.				44.								28				13				21.2				19.1
13.								16.3				57				40				21.6				21.2
10.	98.	70.	60.		12.0	12.0	12.0	12.0	36	16	34	15	4	4	14	12	----	----	21.9	17.6	----	----	19.4	17.6
10.	ALL	91.	40.	2.	13.0	12.9	14.0	15.1	37	38	59	28	4	5	21	19	----	----	26.1	19.8	----	----	24.3	19.4
13.												76				80				22.2				21.6
20.	93.	69.	7.		12.0	12.4	14.7	20.8	282	169	183	22	12	30	60	34	34.1	26.6	21.2	13.2	31.7	24.7	20.0	13.2
15.	ALL	80.	31.	7.					2	11	12	9	1	4	4	6		----	----	20.3		----	----	19.7

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AD	AI	IN	PR	AD	AI	IN	AR	PR	AD	AI	IN	PR	AD	AI	IN	AR
OKLAHOMA	(CONTD)																			
UNIVERSITY OF TULSA		I	4	3	4	3	32.6	25.9	20.4	16.8	25.5	4	4	4	3	38.4	30.9	23.8	19.7	30.1
WESTERN OKLAHOMA STATE C		IV				2				21.5	21.5				2				23.9	23.9
OREGON																				
BASSIST COLLEGE		IV				5				14.5	14.5				4				17.9	17.9
BLUE MTN CMTY COLLEGE		IV				2				23.2	23.2				1				29.5	29.5
CENTRAL OREG CMTY COLLEGE		III	2	2	1	1	28.9	23.6	21.4	18.4	22.4	1	1	1	1	37.2	31.1	28.4	24.6	29.5
CHEMEKETA CMTY COLLEGE		IV				2				21.6	21.6				2				28.4	28.4
CONCORDIA COLLEGE	4	III	5		5		18.2	----	9.7	----	12.5	5		5		23.3	----	12.3	----	15.7
EASTERN OREGON ST COLLEGE		IIA	3	4	4		28.5	22.3	19.0	----	22.7	2	3	2		36.7	29.0	24.8	----	29.5
GEORGE FOX COLLEGE		IIB	3	3	3		23.6	20.4	16.8		20.2	3	3	3		27.5	23.8	19.5		23.5
LANE COMMUNITY COLLEGE		IV				2				21.8	21.8				2				27.3	27.3
LEWIS AND CLARK COLLEGE		IIA	1	2	3		34.7	25.4	20.1	----	26.9	1	2	3		41.7	30.4	23.9	----	32.1
LINFIELD COLLEGE		IIA	5	5	5		24.0	20.3	16.0		20.1	4	4	5		29.3	24.9	19.8		24.6
LINN-BENTON CMTY COLLEGE		IV																		
MOUNT ANGEL SEMINARY		IIA				5				7.8	7.8				5				8.3	8.3
MOUNT HOOD CMTY COLLEGE		IV				1				24.5	24.5				1				32.5	32.5
PACIFIC NTHWST C ART		IV				4				15.8	15.8				4				18.5	18.5
NTHWST CHRISTIAN COLLEGE		IIB					----	----			13.6					----	----			18.0
WSTN OREGON ST COLL		IIA	4	4	3	2	27.0	21.7	20.2	16.8	23.4	3	3	2	1	34.8	28.2	26.3	22.0	30.3
OREGON INST OF TECHNOLOGY		IIB																		
OREGON STATE UNIVERSITY		I	4	4	4	5	31.8	24.9	20.7	15.3	25.6	3	3	2	3	40.9	32.2	26.9	20.1	33.1
PACIFIC UNIVERSITY		IIA	3	4	4		27.9	21.6	18.0		21.4	3	4	4		32.6	25.2	21.0		25.0
PORTLAND CMTY COLLEGE		IV				2				22.8	22.8				1				30.5	30.5
PORTLAND STATE UNIVERSITY		IIA	3	3	2	3	29.6	23.6	20.6	16.3	25.7	2	2	1	2	38.1	30.5	26.8	21.4	33.2
REED COLLEGE		IIA	1	2	2		33.1	24.9	20.6		26.6	1	2	2		40.0	30.3	24.4		32.1
ROGUE COMMUNIT[illegible]		IV				2				20.3	20.3				2				26.4	26.4
STHN OREGON S[illegible]LLEGE		IIA	4	4	4		27.0	22.8	18.7	----	23.1	3	3	3		33.4	28.3	23.4	----	28.6
STHWSTN OREG CMTY COLLEGE		III	1	2	2		30.0	24.9	20.8	----	24.2	1*	1	1		40.0	33.6	28.4	----	32.4
TREASURE VLY CMTY COLLEGE		IV				3				18.7	18.7				2				24.6	24.6
UMPQUA COMMUNITY COLLEGE		IV				2				22.7	22.7				1				29.8	29.8
U OF OREGON MAIN CAMPUS		I	4	5	5	3	33.0	24.8	20.2	16.8	26.3	3	3	2	2	41.9	32.0	26.3	22.0	33.7
UNIVERSITY OF PORTLAND		IIA	4	4	4		24.3	21.6	18.8		20.4	4	4	4		29.7	26.4	22.0		24.4
WARNER PACIFIC COLLEGE		IIA		5	5		----	17.5	15.5		17.1		5	5		----	20.0	17.6		19.7
WESTERN BAPTIST COLLEGE		IIB		5			----	14.7		----	15.0		5			----	18.4		----	18.9
WESTERN CONS BAPTIST SEM		IIA	5	5	4		23.2	20.7	19.1		20.7	5	5	4		25.6	22.8	21.2		22.9
WSTN EVANGELICAL SEM		IIA	5				20.3				20.3	5				22.7				22.7
WSTN STATES CHIRPRCTC C		IIA			4		----	----	18.8	----	19.2			4		----	----	21.2	----	22.0
WILLAMETTE UNIVERSITY		IIA	2	3	4		31.3	23.5	19.2		25.4	2	3	3		37.1	28.2	22.9		30.3
PENNSYLVANIA																				
ACADEMY OF THE NEW CHURCH		IIA		3	1*		----	23.7	23.4	----	22.3		2	1		----	29.6	29.1	----	27.8
ALBRIGHT COLLEGE		IIB	1	1	1	1	29.4	23.7	19.8	17.3	23.3	1	2	2	1	34.4	27.7	22.7	19.5	27.1
ALLEGHENY COLLEGE		IIB	1	2	3	3	29.5	22.4	17.3	14.4	21.7	1	2	3	4	36.0	26.5	19.9	16.2	25.6
ALLNTWN C SNT FRAN DESALS		IIB		3	4	2	----	19.9	16.0	15.4	17.1		3	4	3	----	22.8	18.0	17.1	19.3
ALVERNIA COLLEGE	LFO	IIB				5		----	----	11.0	12.8				5		----	----	13.6	15.4
ART INSTITUTE PITTS		IV				5				14.6	14.6				5				17.2	17.2
BAPT BIBLE COLLEGE OF PA		IIA		5		5	----	17.9	----	13.2	16.7		5		5	----	20.5	----	15.7	19.3
BEAVER COLLEGE		IIB	2	2	4		28.2	21.3	16.4	----	19.5	2	2	3		33.8	25.2	19.9	----	23.4
BEREAN INSTITUTE		IV				5				11.5	11.5				5				14.0	14.0
BLOOMSBURG STATE COLLEGE	40	IIA	1	1	2	3	33.4	27.5	21.1	16.4	27.4	1	1	1	2	41.3	34.3	26.7	21.2	34.2
BRYN MAWR COLLEGE		I	4	4	4		32.6	25.4	20.7		26.7	4	4	4		39.3	30.9	24.5		32.1
BUCKNELL UNIVERSITY		IIA	1	1	2	1	35.3	26.8	20.6	19.8	27.9	1	1	2	1	43.6	33.4	24.7	23.1	34.2
BUCKS COUNTY CMTY COLLEGE		III	2	2	4		27.5	23.6	17.0	----	23.5	2	2	4		33.3	28.8	21.1	----	28.7
BUTLER CO CMTY COLLEGE		III	2	2	1		27.9	24.9	21.6	----	24.3	2	2	1		33.9	30.0	26.2	----	29.4
CABRINI COLLEGE	LFO	IIB		3	2		----	20.6	19.1	----	20.3		3	1		----	24.8	23.2	----	24.5
CALIFORNIA STATE COLLEGE	40	IIA	1	1	1		33.6	27.6	22.5	----	29.1	1	1	1		41.4	34.5	28.3	----	36.2
CARLOW COLLEGE	LFO	IIB	2	3	3	3	26.8	20.5	16.7	14.2	18.7	2	3	4	4	33.1	23.9	19.1	16.3	21.8
CARNEGIE-MELLON U		I																		
CEDAR CREST COLLEGE		IIB	3	4	4		25.3	18.9	16.4	----	19.7	3	4	4		29.3	22.1	18.8	----	22.8
CENTER FOR DEGREE STUDIES		IV				5				12.8	12.8				5				15.4	15.4
CEN OA BUSINESS SCHOOL		IV				5				10.5	10.5				5				12.1	12.1
CHESTNUT HILL COLLEGE	PNA	IIB																		
CHEYNEY STATE COLLEGE	40	IIB	1*	1*	1*	1*	33.8	27.9	23.0	19.0	28.2	1*	1*	1*	1*	41.3	34.5	28.6	23.7	34.8
CLARION STATE C MAIN CAM	40	IIA	1	1	1	2	32.7	27.5	21.9	17.8	27.4	2	1	1	1	39.5	33.7	26.9	22.1	33.4
CLARION ST C VENANGO CAM		III			1		----	----	22.4	----	23.5			1		----	----	27.5	----	28.8
COLLEGE MISERICORDIA		IIB		4	3	3	----	19.0	16.7	14.3	17.2		4	4	4	----	21.7	18.9	15.9	19.4
COMM COLLS ALLEGHENY ENTIRE		III	3	3	3		24.7	22.6	19.6	----	22.0	2	2	2		31.2	28.8	25.2	----	28.0
CMTY COLLEGE OF BEAVER CO		III		3	2	3	----	22.0	19.8	15.7	19.9		3	2	3	----	26.1	23.7	19.0	23.8
CMTY COLLEGE PHILADELPHIA		III	1	1*	1*	1	32.0	28.6	23.8	19.4	24.7	1	1*	1*	1	38.5	34.6	29.2	24.2	30.0
DELAWARE VLY C SCI & AGR	6	IIB	3	2	1	2	25.3	22.2	19.4	16.3	20.7	3	2	2	2	29.2	25.8	22.5	19.0	24.1
DICKINSON COLLEGE		IIB	1	1	2	1	29.5	23.4	18.2	16.6	22.8	1*	1	2	2	41.2	29.8	21.8	19.0	29.3
DICKINSON SCHOOL OF LAW		IIA	1*				39.8	----	----		36.6	1*				45.4	----	----		41.9
DREXEL UNIVERSITY		IIA	1*	1	1	2	37.1	26.9	21.9	17.5	28.2	1*	1	2	2	45.5	32.5	25.8	20.4	34.0
THE DROPSIE UNIVERSITY		I					----	----	----	----	12.1					----	----	----	----	13.6
DUQUESNE UNIVERSITY	LFO	IIA	2	3	3	3	31.1	23.9	19.9	15.9	24.8	2	3	3	3	36.9	28.6	23.8	19.1	29.6
EAST STROUDSBG ST COLLEGE	40	IIA	1	1	1		33.4	26.8	21.8	----	27.9	1	1	1		40.7	33.3	27.5	----	34.5
EASTERN BAPTIST THEOL SEM		IIA	4				25.5	----	----		23.9	4				31.0	----	----		29.2
EASTERN COLLEGE		IIB	3	3	3		25.0	20.6	17.0		21.2	3	3	3		28.8	23.7	19.9		24.5
EDINBORO STATE COLLEGE	40	IIA	1	1	1		33.7	27.7	22.5	----	28.3	1	1*	1		43.8	35.8	29.0	----	36.6
ELIZABETHTOWN COLLEGE		IIB	2	1	1		27.0	23.5	20.2	----	23.5	2	2	1		31.5	27.5	23.0	----	27.3
EVANDELICAL SCH THEOL		IIA					----		----		----					----		----		----
FAITH THEOLOGICAL SEM		IIA					----	----			7.2					----	----			7.8
FRANKLIN AND MARSHALL C	41	IIB	1*	1*	2	2	34.4	26.0	19.1	16.1	25.2	1*	1*	1	2	43.2	33.1	23.7	18.5	31.5
GANNON UNIVERSITY		IIA	4	4	3	4	29.4	22.4	20.1	15.6	21.8	4	3	3	4	30.6	27.0	23.8	17.8	26.1
GENEVA COLLEGE		IIB	2	2	3		26.0	22.1	17.5	----	22.5	2	2	3		32.3	27.0	20.9	----	27.5
GETTYSBURG COLLEGE		IIB	1	1	2	1	32.3	24.5	18.9	17.4	24.3	1	1	2	1	39.5	30.4	22.9	20.7	29.7
HARCUM JUNIOR COLLEGE		III		5	5	5	----	18.2	14.9	11.5	15.8		5	5	5	----	21.1	17.1	13.2	18.2
HARRISBURG AREA CC		III	2	3	3	4	26.4	22.2	18.6	14.7	22.6	2	3	3	4	30.8	25.8	21.7	17.1	26.4
HAVERFORD COLLEGE		IIB	1	1	1	1	32.7	24.7	19.5	16.9	26.6	1*	1	1	2	42.2	31.2	23.1	18.1	33.4
HOLY FAMILY COLLEGE	PNA	IIB																		
IMMACULATA COLLEGE	LFO	IIB	3	1			24.6	23.7	----		23.3	3	2			28.1	26.9	----		26.7
INDIANA U OF PENNSYLVANIA	40	I	4	3	3	5	33.5	27.0	21.9	15.4	27.2	3	2	2	4	41.9	33.0	27.3	19.2	34.0
JUNIATA COLLEGE		IIB	1	2	1		30.2	22.8	19.8	----	24.1	1	1	1		37.4	27.8	23.8	----	29.5
KEYSTONE JUNIOR COLLEGE		IV				4				17.1	17.1				3				20.7	20.7
KING'S COLLEGE		IIB	3	2	2		25.3	21.8	19.4	----	22.0	2	2	1		30.2	26.1	23.4	----	26.4
KUTZTOWN STATE COLLEGE	40	IIA	1	1	1	2	33.0	27.5	22.3	17.8	28.1	1	1	1	1	40.3	33.9	27.9	22.6	34.6
LACKAWANNA JUNIOR COLLEGE		III				5		----		9.4	10.1				5		----		11.5	12.2
LAFAYETTE COLLEGE		IIB	1*	1*	1*	1*	36.0	26.2	[illegible]	19.5	25.7	1*	1*	1*	1*	44.3	31.7	26.2	23.5	31.3
LANCASTER BIBLE COLLEGE		III		5	5		----	14.4	[illegible]	----	13.9		5	5		----	17.0	16.6	----	16.5
LANCASTER THEOLOGICAL SEM		IIA	5				14.2				14.2	5				23.7				23.7
LA ROCHE COLLEGE		IIB		3	3		----	20.2	[illegible]	----	18.7		4	3		----	22.5	19.6	----	20.9
LA SALLE COLLEGE		IIB	1*	1*	1*	1	33.6	27.2	21.7	18.4	25.2	1	1*	1*	1	38.9	31.9	25.7	21.0	29.5
LEBANON VALLEY COLLEGE		IIB	3	3	3		25.1	20.9	17.0	----	20.4	3	2	3		29.8	25.6	20.4	----	24.6
LEHIGH CO CMTY COLLEGE		III	2	3	2	3	26.4	22.1	20.5	16.1	22.0	2	3	2	2	32.1	26.9	25.1	20.0	26.9
LEHIGH UNIVERSITY		I	2	2	2	1*	34.8	27.1	22.4	21.2	30.8	1	2	2	1*	40.2	34.1	27.2	25.3	39.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
18.	90.	59.	11.						80	83	62	5	4	11	27	15	----	26.5	20.9	----	----	21.3	19.3	----
11.				47.								29				14				21.7				21.1
23.												1				7				----				----
27.				72.				12.0				48				15				23.7				21.5
32.	ALL	95.	39.	6.					10	18	12	12		3	6	6	28.9	----	21.7	18.6		----	20.8	18.0
31.				77.								120				79				22.7				20.0
26.									6	3	10	4		2	6	3	18.2	----	8.2	----		----	12.1	----
30.	95.	54.	5.		9.2	9.3	9.1	-----	17	30	15	1	4	5	6	4	----	----	19.3		----	----	18.3	----
16.	73.	38.	9.		10.5	11.4	11.2	-----	9	14	10	1	2	2	1		23.6	20.4	16.8					
25.				81.				4.5				155				99				22.9				20.2
20.	92.	85.			10.3	10.1	10.6		46	51	16		2	11	14	1	----	25.5	20.0		----	25.2	20.2	----
23.	91.	76.			5.9	4.8	4.8		20	27	14	1	4	7	9		----	20.2	17.4		----	20.7	13.7	
								12.1																
7.												12				3				----				----
33.				88.				13.6				107				52				24.6				24.1
17.				29.								13				4				----				----
33.									4	4		1		1		2	----	----						
29.	97.	84.	51.		6.0	6.0	6.0	-----	54	34	26	4	9	11	9	2	27.3	21.9	20.7	----	25.3	21.3	18.9	----
					8.9	9.5	10.7	10.4																
29.	99.	91.	14.						255	203	117	37	12	31	49	30	31.9	25.1	21.2	15.5	30.0	23.9	19.6	15.0
17.	ALL	76.	47.						15	21	20	2		4	12	1	27.9	----	18.4			----	17.5	
36.				77.								215				134				23.5				21.8
29.	99.	88.	27.	18.	9.1	10.0	10.7	11.5	208	133	54	4	12	39	20	7	29.8	23.6	20.9	----	26.6	23.4	19.6	----
21.	ALL	83.							30	26	17		3	3	10		----	----	20.4		----	----	20.8	
30.				85.								44				23				21.0				18.8
24.	ALL	84.	27.		6.4	5.3	7.0	-----	56	69	22	4	5	11	19	1	----	22.9	19.0	----	----	21.8	18.4	
35.	ALL	ALL	50.	33.	4.9	4.7	4.9	-----	9	27	13			6	5	3	30.0	25.2	----			23.9	----	----
32.								8.0				36				11				19.1				17.4
31.				66.				8.3				38				18				23.6				20.7
28.	99.	83.	5.	25.					259	150	96	32	14	36	57	33	33.2	24.9	20.2	17.5	30.2	24.2	20.2	16.0
20.	ALL	77.	3.						14	23	38	2	4	8	22		----	21.7	19.1		----	21.3	18.3	
15.					-----	-----	13.8	-----	4	7	6			4	7		----	----	15.6			----	15.5	
26.	ALL								4	7	1	3			1		----	14.7		----				
10.	ALL	63.		25.					6	8	9	3				1	23.2	20.7	19.1					
12.	14.				-----				7								20.3							
15.	ALL	ALL	22.						2	2	8	3	1		1		----	----	----	----	----		----	
19.	95.	79.	20.		11.2	12.3	12.8	-----	40	25	18	1	3	8	12	1	----	23.7	20.0		----	23.0	18.0	
25.	ALL	ALL							3	6	6	4			2	1	----	23.7	----	----			----	----
16.	ALL	94.	25.		11.9	12.8	14.2	13.2	21	22	11	1	3	9	9	13	----	23.9	20.0	----	----	23.0	19.5	----
18.	95.	ALL	20.		10.1	11.8	11.3	9.9	38	22	36	9	2	3	13	7	----	----	17.4	14.5	----	----	17.0	14.1
13.	ALL	78.			-----	7.9	8.8	-----	4	8	11	3		1	7	9	----	----	15.9	----		----	16.0	----
20.										1	4	1		1	1	8		----	----	----		----	----	----
17.												50				25				15.3				13.3
16.									5	15	3	7		2	1	1	----	----	----	----		----	----	----
20.	ALL	75.	16.		8.4	11.0	11.5	-----	10	12	14			4	18	3	28.2	----	17.6			----	15.5	----
22.												5				10				----				----
25.	99.	95.	59.	8.	6.2	6.2	6.3	6.4	85	102	44	1	12	17	30	11	33.5	27.6	21.5	----	32.9	27.2	20.6	----
20.	ALL	87.	20.		14.5	12.6	12.4	10.9	33	26	14		18	13	14		32.8	25.6	20.4		32.2	25.2	21.0	
23.	97.	92.	8.		16.4	15.4	15.2	13.3	77	53	41	2	2	11	21	5	----	27.4	21.1	----	----	24.2	19.6	----
22.	ALL	97.	73.						34	79	11	2	7	46	11	2	27.3	24.5	16.3	----	28.5	22.2	17.7	----
21.	ALL	ALL	90.						14	9	6	2	3	8	4	2	----	26.2	----	----	----	23.3	----	----
21.	ALL	ALL	56.						3	4	5	2	4	3	11		----	----	----	----	----	----	----	
24.	98.	95.	91.	50.					110	99	34	1	6	22	10	3	33.6	27.6	22.7	----	33.6	27.5	21.8	----
17.	75.	8.			12.0	12.5	12.0	-----	3	7	4	1	5	6	17	7	----	20.0	----	----	----	21.1	----	----
					12.8	16.9	17.2	-----																
16.	ALL	92.	4.		8.9	8.9	8.6	-----	10	9	7		8	4	16	3	25.2	----	15.9		25.4	----	16.6	----
20.												13				16				14.2				11.7
15.												14				25				11.2				10.1
23.					6.0	6.0	5.9	6.0	43	56	8	8	11	30	14	9	33.8	27.9	23.0	19.0	33.8	27.9	23.0	19.0
22.	97.	93.	51.	32.	6.8	7.2	7.4	9.2	75	78	37	10	12	11	14	9	32.6	27.6	21.9	18.1	33.4	27.2	21.9	17.5
23.	ALL	ALL	80.	ALL					1	3	9	1		1	6	1	----	----	23.0	----		----	21.5	----
13.	80.	87.	41.		-----	10.1	13.4	19.9	2	10	11	2	3	5	18	10	----	----	16.8	----	----	----	16.7	----
28.	94.	95.	76.		8.0	8.0	8.0	-----	55	80	60	2	29	48	53	3	25.1	22.9	20.3	----	23.9	22.2	18.7	----
19.	ALL	ALL	96.	78.					1	11	10	7	1	7	13	3	----	21.9	20.2	----	----	22.1	19.6	----
22.	ALL	98.	80.						7	55	116	5	4	36	88	9	----	28.8	24.2	----	----	28.2	23.3	----
16.	82.	96.	61.		9.3	11.1	10.5	10.9	11	25	24	10		1	4	3	25.2	----	----	----		----	----	----
29.	ALL	92.			12.6	10.8	16.0	8.7	30	35	19	8		4	10	7	29.5	----	18.3	16.5		----	17.9	16.7
14.	92.								11		4		1	1			----		----		----	----		
21.	94.	84.	15.		10.0	8.5	9.1	-----	99	91	76	5	5	13	35	4	----	27.2	22.4	----	----	24.3	20.9	----
12.									1	4	1	1		1			----	----	----	----		----		
19.	96.	89.	44.	6.	11.7	11.1	12.2	12.4	87	71	48	4	9	29	23	14	31.3	24.6	20.0	----	29.1	22.2	19.9	----
23.	ALL	96.	73.	33.	6.6	8.1	8.5	-----	74	64	30	2	11	19	26	1	33.4	26.9	21.6	----	33.5	26.4	22.1	----
22.	98.	33.			7.9	-----			10	2	1			1			25.5	----	----			----		
16.	93.	75.	18.		8.7	7.1	10.6		10	10	7		4	2	4		----	----	----		----	----	----	
29.	ALL	97.	87.	75.	7.9	8.9	6.8		113	106	62	1	8	21	30	3	33.7	27.7	22.7	----	33.6	27.4	22.0	----
16.	ALL	89.	35.		11.0	11.2	11.0	-----	25	37	13	2	1	7	7	3	----	23.5	20.3	----	----	23.8	19.9	----
---									2		3						----		----					
8.									3	3							----	----						
25.	ALL	94.	19.		12.4	14.2	16.1	16.9	42	35	42	17					34.4	26.0	19.1	16.1				
20.	96.	94.	39.		10.3	10.1	11.0	-----	21	33	34	2	2	1	4	4	----	----	----	----	----	----	----	----
23.	95.	95.	33.		6.6	6.5	7.1	7.1	21	17	6	2	1	3	3	1	----	----	----	----	----	----	----	----
22.	ALL	96.	46.		10.0	11.1	13.1	14.3	33	45	21	7	3	2	14	6	----	----	19.2	18.2	----	----	18.5	16.4
15.	67.	70.			-----	7.2	9.1	-----	1	7	3		2	3	8	6	----	----	----		----	----	----	11.5
17.	ALL	ALL	ALL		8.9	9.7	10.6	12.5	43	39	5	7	6	14	3	9	26.5	22.6	----	16.2	25.5	21.0	----	13.4
26.	94.	81.			10.8	12.1	14.6	-----	35	13	13	5	1	3	4	2	----	----	----	----	----	----	----	----
14.	ALL	83.	33.						2	2	2		4	4	1		----	----	----		----	----	----	
25.	99.	89.	60.	10.	6.4	6.7	8.7	9.9	205	168	88	18	29	40	64	33	33.6	26.9	21.9	15.5	33.2	27.2	21.9	15.3
22.	88.	58.	16.		12.4	12.1	13.4	16.0	24	21	10	4		5	9	1	30.2	----	21.0	----		----	18.4	----
21.				47.				9.7				23				15				17.8				16.2
20.	ALL	ALL	55.		12.6	12.5	12.1	-----	27	23	27		2	2	5	1	----	----	----		----	----	----	----
23.	ALL	96.	79.	47.					82	89	33	8	19	13	15	7	33.1	27.4	22.3	18.1	32.9	27.7	22.4	17.5
21.									1	3	1	9	1	1	2	3		----		----				----
22.	ALL	96.	5.		10.8	11.1	10.9	11.6	31	43	45	15	1	5	13	2	----	----	21.9	----	----	----	20.2	----
19.									2	4	6	2		3	1	1	----	----	----	----		----	----	----
67.	ALL								10								14.2							
12.					-----	23.3	25.9	-----	2	4	8	1	2	3	11	1	----	----	17.5	----	----	----	17.4	----
17.	97.	97.	43.		13.4	16.3	15.1	17.1	33	72	41	23		5	20	8	33.6	----	22.7	18.6		----	19.6	17.7
20.	ALL	89.	56.	33.	5.5	4.5	8.9	-----	19	19	20	2	3		7	1	----	20.9	17.3	----	----		16.1	----
22.	ALL	ALL	82.	38.	9.2	9.5	9.2	5.8	13	19	11	3	3	5	6	5	----	----	20.8	----	----	----	19.8	----
28.	ALL	92.			15.7	16.4	16.2	-----	167	84	56	5	2	11	16	2	----	27.3	23.0	----	----	26.2	20.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PENNSYLVANIA (CONTD)																				
LINCOLN TECH INST		IV																		
LINCOLN UNIVERSITY		IIB	2	2	3	3	26.3	21.5	17.8	14.9	19.5	2	2	3	3	30.9	25.3	20.6	17.2	22.7
LOCK HAVEN STATE COLLEGE	40	IIB	1	1*	1*	1	33.4	27.5	22.6	17.6	27.9	1	1*	1*	1*	40.7	33.8	28.1	22.2	34.3
LUTH THEOL SEM GETTYSBURG		IIA	5				19.3	----	----	----	18.0	5				26.5	----	----	----	24.8
LUTHERAN THEOL SEM PHILA		IIA	4				26.1	----	----		24.8	2				36.8	----	----		35.4
LUZERNE CO CMTY COLLEGE		III	4	4	4	5	23.5	20.7	18.5	13.6	18.5	3	3	3	4	29.0	25.7	22.6	16.9	22.8
LYCOMING COLLEGE		IIB	2	2	2	2	27.0	21.5	18.0	15.3	20.6	2	2	2	3	32.2	25.4	21.3	17.8	24.4
MCCARRIE SCH HLTH SCI		IV				5				11.7	11.7				5				13.2	13.2
MANOR JUNIOR COLLEGE		IV				5				13.9	13.9				5				15.4	15.4
MANSFIELD STATE COLLEGE	40	IIA	1	1	2	4	33.1	27.6	21.6	15.8	26.7	1	1	1	2	41.1	34.7	27.3	20.4	33.5
MARYWOOD COLLEGE		IIA	4	4	4	2	24.8	21.4	19.1	16.7	20.3	4	4	3	3	28.9	25.1	22.5	20.0	23.9
MERCYHURST COLLEGE		IIB	3	3	3	3	23.6	19.7	17.2	14.6	18.5	2	2	2	3	31.2	26.0	22.4	16.7	24.0
MESSIAH COLLEGE		IIB	3	2	1		24.7	22.3	19.9	----	21.1	3	2	2		28.8	25.8	22.8	----	24.3
MILLERSVILLE ST COLLEGE	40	IIA	1	1	1	2	33.5	27.2	22.8	17.9	27.5	1	1	1	1	40.5	33.4	27.6	23.1	33.8
MONTGOMERY CO COMMUNITY C		III	2	2	2	3	28.8	24.8	19.9	16.2	23.4	2	1	2	2	34.9	30.1	24.4	19.7	28.5
MOORE COLLEGE OF ART		IIB	5	4	4		19.4	17.7	16.4	----	17.9	5	5	4		22.0	20.1	18.7	----	20.4
MORAVIAN COLLEGE		IIB	2	2	2		28.2	22.3	18.6	----	22.3	1	2	2		34.8	27.5	22.5	----	27.4
MOUNT ALOYSIUS JR COLLEGE		III		5	5	5		16.4	16.0	13.8	15.6		5	5	5		18.6	18.9	16.3	18.1
MUHLENBERG COLLEGE		IIB	1	2	2	4	29.1	23.1	18.1	14.0	23.8	1	1	2	4	35.7	28.2	21.0	16.1	28.7
NEW SCHOOL OF MUSIC		IV								----	----								----	----
NORTHAMPTON CO AREA CC		III	4	4	2	4	23.9	20.7	19.9	15.3	20.5	3	3	2	3	29.4	25.5	24.5	18.8	25.2
NORTHEASTERN CHRISTIAN JC		IV							----	----	13.7							----	----	19.1
O S JOHNSON SCH TECH		IV				4				17.1	17.1				3				21.1	21.1
NEUMANN COLLEGE	PNA	IIB																		
PEIRCE JUNIOR COLLEGE		III	5	4	4	4	21.8	19.8	17.5	14.6	16.7	5	4	4	4	25.5	23.3	20.5	17.2	19.7
PENN TECHNICAL INST		IV				4				16.1	16.1				4				19.2	19.2
PENNCO TECH		IV				5				14.3	14.3				5				16.8	16.8
PA COLLEGE PODIATRIC MED		IIA	1	1	2		36.2	27.5	21.2	----	27.6	1	1	2		41.6	32.6	25.2	----	32.3
PA STATE U MAIN CAMPUS		I	2	2	2	5	37.8	28.1	22.4	15.3	28.6	2	2	2	4	43.6	33.1	26.7	18.4	33.6
PA STATE U IIA CAMPUSES		IIA	2	1	1	1	32.7	27.6	21.7	18.1	23.5	2	1	2	1	38.5	32.5	26.1	22.2	28.0
PA STATE U III CAMPUSES		III	2	1	2	2	29.4	25.1	20.2	16.9	20.5	2	2	2	2	34.6	29.7	24.2	20.4	24.5
PHILA COLLEGE OF ART		IIA	4	5	5		26.5	19.8	16.0		20.6	4	5	5		31.4	23.5	18.0		24.1
PHILA COLLEGE OF BIBLE		IIB	5		5	5	16.3	----	12.1	10.7	13.3	5		5	5	19.5	----	14.5	12.4	15.7
PHILA COLLEGE PHAR & SCI		IIA	1	2	2	3	33.3	25.4	21.7	16.4	25.8	1	1	1	2	41.4	32.1	27.8	21.6	32.6
PHILA C TEXTILES AND SCI		IIB	1	1	1		31.8	25.4	20.9	----	24.1	1	1	1		38.8	30.5	25.1	----	29.0
PINEBROOK JUNIOR COLLEGE		IV								----	----								----	----
PITTSBURGH INST AERON		IV				5				14.5	14.5				5				17.1	17.1
PITTSBURGH TECH INST		IV				5				14.5	14.5				4				17.8	17.8
POINT PARK COLLEGE		IIB	3	3	4	4	24.0	20.1	15.8	13.4	20.0	3	3	4	4	27.6	23.4	18.2	15.4	23.2
READING AREA CMTY COLLEGE		III	5		5		21.2	----	15.8	----	18.4	5		5		25.5	----	19.4	----	22.3
REFORMED PRESB THEOL SEM		IIA					----				----					----				----
ROBERT MORRIS COLLEGE		IIB	2	1	1	1*	25.7	23.6	21.2	18.7	22.3	2	1	1	1	31.0	28.5	25.1	21.3	26.5
ROSEMONT COLLEGE		IIB	2	2	3		25.7	22.8	17.2	----	21.3	3	2	3		30.0	26.4	20.1	----	24.8
ST CHARLES BORROMEO SEM		IIA					----	----			----					----	----			----
SAINT FRANCIS COLLEGE	LFO	IIA	5	5	5	4	23.5	20.4	17.4	14.9	20.4	5	5	4	4	28.6	24.1	21.0	17.5	24.5
SAINT JOSEPH'S UNIVERSITY		IIB	1	1	1	3	31.8	24.8	19.8	15.0	23.4	1	1	1	3	38.1	29.8	23.6	17.6	28.0
SAINT VINCENT COLLEGE	LFO	IIB	3	2	4	3	25.3	21.3	16.4	14.5	19.5	2	2	3	3	32.1	26.2	19.5	16.8	23.9
SAINT VINCENT SEMINARY		IIA					----	----	----		----					----	----	----		----
SETON HILL COLLEGE		IIB	3	3	4	4	23.2	20.4	15.6	13.1	18.8	4	3	4	4	26.3	24.0	18.0	15.4	21.8
SHIPPENSBURG ST COLLEGE	40	IIA	1	1	1	2	33.5	27.5	22.5	17.7	28.4	1	1	1	1	40.9	34.1	28.2	23.6	35.1
SLIPPERY ROCK ST COLLEGE	40	IIA	1	1	1	2	33.6	27.5	22.0	17.8	27.9	1	1	1	1	41.1	34.2	27.6	22.6	34.5
SPRING GARDEN COLLEGE		IIB	2	3	3		26.1	20.2	16.9	----	22.0	2	3	3		31.9	24.5	20.8	----	26.9
SUSQUEHANNA UNIVERSITY		IIB	1	1	1	1	29.3	23.8	20.3	16.9	23.4	1	1	1	2	35.2	29.2	23.5	19.2	28.0
SWARTHMORE COLLEGE		IIB	1*	1*	1*	1*	37.5	28.6	22.0	18.4	30.4	1*	1*	1*	1*	45.0	34.8	26.2	21.9	36.6
TEMPLE UNIVERSITY		I	3	2	3	3	36.3	27.5	21.8	17.3	28.3	2	2	2	2	43.2	33.3	26.7	21.3	34.1
THEOL SEM REFORMD EPIS CH		IIA					----		----		12.1					----		----		12.5
THIEL COLLEGE		IIB	3	2	3		24.6	21.2	17.6	----	20.9	2	1	2		31.6	28.5	21.6	----	26.6
UNITED WESLEYAN COLLEGE		IIB					----	----	----		14.4					----	----	----		16.8
U OF PENNSYLVANIA		I	1	1*	1*		42.9	30.6	25.4	----	35.0	1*	1*	1*		53.5	38.3	30.4	----	43.3
UNIV PITTSBRG MAIN CAMPUS		I	1	1	2	4	39.4	28.3	22.1	16.1	29.3	1	1	2	4	48.2	34.7	26.5	19.5	35.8
UNIV PITTSBG BRADFORD CAMPUS		III		2	2	4	----	24.2	19.7	14.2	19.9		2	3	4	----	29.6	23.0	16.7	23.6
UNIV PITTSBRG GREENSBRGH CAMP		III		3	3	4	----	22.0	19.3	14.6	20.3		3	2	3	----	27.5	23.2	18.1	25.0
UNIV PITTSBG JOHNSTWN CAMPUS		IIB	1	1	1	2	30.1	24.4	20.7	16.1	22.5	1	1	1	2	38.2	30.0	24.9	18.4	27.4
UNIV PITTSBRG TITUSVL CAMPUS		III		4				20.3	----	----	18.2		3				25.6	----	----	22.8
UNIVERSITY OF SCRANTON		IIA	3	3	3	2	28.3	23.9	20.3	17.3	23.8	3	3	2	2	33.6	29.1	24.6	20.6	28.6
URSINUS COLLEGE		IIB	3	3	5	4	25.5	20.7	15.1	13.7	19.2	3	3	4	4	29.4	24.4	18.1	15.7	22.5
VALLEY FORGE CHRISTIAN C		IIB				5	----	----	----	10.7	11.4				3	----	----	----	16.8	17.1
VALLEY FORGE MILITARY JC		III					----	----	----		12.2					----	----	----		15.9
VILLA MARIA COLLEGE	LFO	IIB		4	4		----	18.1	16.5	----	16.8		4	4		----	21.1	19.1	----	19.4
VILLANOVA UNIVERSITY		IIA	1	1	1	3	34.9	26.8	21.8	16.2	25.8	1	2	2	2	39.9	31.4	26.1	20.2	30.3
WASHINGTON JEFF COLLEGE		IIB	2	2	2	1	27.1	22.5	19.3	18.3	22.4	2	2	1	1*	33.3	27.4	23.3	21.7	27.2
WAYNESBURG COLLEGE		IIB	4	4	3	2	22.6	19.3	16.9	16.0	19.6	3	3	2	1	28.4	24.3	21.3	20.2	24.7
WEST CHESTER ST COLLEGE	40	IIA	1	1	1	1	33.6	27.6	22.3	18.4	27.7	1	1	1	1	41.2	34.4	28.1	23.4	34.3
WESTMINSTER COLLEGE		IIA	3	3	3	2	29.2	23.8	20.0	16.9	23.4	3	3	2	3	34.8	28.4	24.4	19.0	28.0
WESTMINSTER THEOL SEM		IIA					----	----	----		19.2					----	----	----		22.5
WESTMORELAND COUNTY CC		III		4	3	2	----	20.7	19.6	16.6	19.3		4	2	2	----	24.3	23.2	19.4	22.7
WIDENER C OF WIDENER U		IIB	1	1	1	1	33.5	24.7	19.5	16.7	22.1	1	1	1	1	40.7	30.5	23.7	19.9	27.0
WILKES COLLEGE		IIA	4	3	4	4	27.3	23.3	18.7	15.7	20.5	4	3	4	4	31.9	27.6	21.7	17.6	23.8
WILLIAMSPORT AREA CC		III	5	4	3	2	20.6	20.2	19.2	17.2	18.4	4	3	2	1	26.3	25.8	24.6	22.1	23.6
WILSON COLLEGE		IIB	3	4	4		24.9	19.1	16.0	----	19.5	3	4	4		29.5	22.6	18.3	----	22.8
YORK COLLEGE PENNSYLVANIA		IIA	2	3	2	3	30.9	24.7	20.9	16.7	22.4	2	2	2	3	36.9	29.7	25.0	19.5	26.8
RHODE ISLAND																				
BARRINGTON COLLEGE		IIB			5		----	----	14.4		15.8			5		----	----	16.6		18.7
BROWN UNIVERSITY		I	2	3	4		38.2	26.9	20.5	----	32.2	1	2	4		47.3	32.9	24.3	----	39.6
BRYANT C BUSINESS ADMIN		IIA	1	1	1	1*	33.2	27.7	22.8	21.3	27.7	1	1	1	1*	40.0	34.0	27.1	25.5	33.6
NEW ENG INST TECHNOLOGY		III			5	5			16.5	13.8	15.6			5	5			19.0	15.9	18.0
PROVIDENCE COLLEGE	LFO	IIA	2	1	1	1	32.5	26.9	21.8	18.3	24.7	1	1	1	1	41.4	34.5	27.6	22.7	31.4
RHODE ISLAND COLLEGE	4	IIA	3	3	3	3	29.7	23.5	20.4	16.6	24.1	2	3	2	2	35.7	28.6	25.0	20.4	29.3
CMTY COLLEGE RHODE ISLAND		III	2	3	3	5	26.5	22.8	19.7	13.0	22.0	2	3	2	5	32.3	27.7	24.4	15.8	27.0
RI SCHOOL OF DESIGN		IIA	4	4	5		25.5	21.4	16.9	----	19.6	3	3	5		33.1	27.3	20.4	----	24.6
ROGER WILLIAMS C MAIN CAM		IV				1				23.8	23.8				1				29.3	29.3
SALVE REGINA-NEWPORT C		IIA	5	5	5	5	23.9	20.1	17.0	13.9	18.3	5	5	5	5	27.7	22.6	19.0	15.6	20.7
U OF RHODE ISLAND		I	4	4	3	4	32.3	25.5	21.6	15.9	27.2	4	4	3	4	38.9	30.9	25.8	19.3	32.7
SOUTH CAROLINA																				
AIKEN TECHNICAL COLLEGE		IV				3				18.0	18.0				3				20.9	20.9
ANDERSON COLLEGE		IV				4				16.3	16.3				4				19.7	19.7
BAPT COLLEGE AT CHASTN		IIB	4	4	5		20.7	18.0	15.0	----	16.5	4	4	4		24.3	21.5	18.2	----	19.8
BEAUFORT TECH COLLEGE		IV				4				16.5	16.5				3				21.4	21.4
BENEDICT COLLEGE		IIB	4	5	5	5	21.2	16.4	14.6	11.9	15.2	4	5	5	5	24.8	19.2	16.6	13.5	17.5
CENTRAL WESLEYAN COLLEGE		IIB	5	5	5		15.8	14.1	11.3		14.0	5	5	5		18.0	16.0	12.9		15.9
CHESTERFLD-MARLBORO TECH		IV				4				17.2	17.2				4				20.1	20.1
CITADEL MILITARY C OF SC		IIA	2	2	2		32.0	25.9	21.5		26.9	2	2	2		37.0	30.1	25.2		31.2
CLAFLIN COLLEGE		IIB	5	5	5	4	17.8	16.5	15.0	13.3	15.5	5	5	4	4	21.6	20.1	18.3	16.4	18.9
CLEMSON UNIVERSITY		I	2	2	3	4	37.2	28.0	21.8	16.3	29.2	3	2	3	4	42.5	32.4	25.4	19.1	33.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
								14.0																
17.	ALL	88.	33.	7.	6.0	6.0	6.0	6.0	13	12	21	8	3	5	9	6	----	----	18.1	15.0	----	----	17.1	14.6
23.	98.	96.	87.	20.	7.1	7.5	7.9	9.3	45	54	21	4	9	14	10	6	33.5	27.5	22.5	----	32.8	27.7	22.9	----
37.	ALL	ALL			7.6	-----			12	2	1				1	1	19.3	----	----				----	----
42.	ALL	50.			7.6	-----	-----		8	2					1		26.1	----					----	
23.					8.0	8.0	8.0	5.3	10	17	10	7		6	11	9	23.5	----	19.3	13.6		----	17.9	13.7
18.	86.	96.	46.		10.3	10.8	10.6	-----	13	21	23	5	1	2	3	2	----	----	----	----	----	----	----	----
13.												7				5				----				----
10.												5				8				----				----
26.	ALL	95.	76.	63.					44	55	24	8	4	11	13	8	----	27.6	21.4	15.7	----	27.7	22.0	15.9
17.	82.	47.	31.	9.	9.2	8.5	9.3	8.3	8	28	25	6	3	10	17	5	----	21.5	19.1	----	----	21.3	19.2	----
30.	ALL	92.			7.8	11.1	10.4	12.3	6	17	18	6	4	7	9	3	----	19.9	18.1	----	----	19.2	15.4	----
15.	89.	40.	12.						8	18	18	3	1	2	8	2	----	----	20.0	----	----	----	19.8	----
23.	99.	93.	63.	53.	4.0	4.0	4.0	4.0	85	93	35	8	6	29	24	11	33.6	27.4	22.0	18.3	32.3	26.6	22.0	17.6
22.	ALL	96.	66.		10.1	10.3	10.6	11.5	25	34	18	2	5	21	26	8	----	25.0	19.9	----	----	24.4	19.9	----
14.	ALL	90.	56.						9	3	5	2	8	7	4		19.0	----	----	----	19.8	----	----	
23.	ALL	89.	19.		12.2	13.9	14.5	-----	19	21	22	1	4	7	9	2	----	22.3	18.7	----	----	22.4	18.6	----
16.										4	4	2		6	9	6		----	----	----		----	----	----
21.	ALL	92.	15.		9.6	10.6	9.9	-----	43	12	29	2	5	2	4	4	----	----	----	----	----	----	----	----
---				75.								3				1				----				----
23.	ALL	89.	65.	20.	7.5	8.9	10.0	10.6	11	19	14	3	7	8	12	7	24.3	20.9	18.3	----	23.4	20.4	21.7	----
39.											4	2			1				----	----			----	
23.												22				1				----				----
18.									7	5	10	12	2	4	7	17	----	----	18.1	14.5	----	----	16.5	14.6
20.								12.0				20								16.1				
17.												30								14.3				
17.	82.	11.							10	8	9	2	1	1	1	1	----	----	----	----	----	----	----	----
18.	98.	85.	24.		8.4	9.1	11.4	8.9	478	354	282	88	25	45	75	55	38.0	28.3	23.0	15.5	34.2	26.2	20.5	14.9
19.	95.	97.	34.		9.2	9.1	10.6	8.7	21	53	66	23	1	5	11	11	----	----	22.1	19.3	----	----	19.7	15.7
20.	ALL	97.	51.		9.0	9.2	8.7	8.3	16	106	296	112	3	17	78	51	----	25.2	20.4	17.5	----	24.3	19.5	15.8
17.	95.	96.	9.						18	22	14		3	6	8		----	19.7	16.3		----	20.1	15.5	
18.	56.	20.							9	3	6	5		2	3	3	16.3	----	----	----		----	----	----
26.	ALL	ALL							19	16	12	7	3	3	6	2	----	----	21.5	----	----	----	22.0	----
20.	94.	92.	29.		8.9	10.4	10.3	-----	17	22	21	3		4	10	1	31.8	----	21.3	----		----	20.1	----
---												2				3				----				----
18.												26								14.5				
23.								10.8				18				3				----				----
16.	ALL	73.	17.		12.3	12.0	12.5	11.4	17	20	7	4	8	6	5	4	24.6	20.1	----	----	22.6	20.1	----	----
21.									7	2	2		6	2	5	4	22.2	----	----		20.1	----	----	----
---					-----				4								----							
19.									4	30	28	10	2	10	7	1	----	24.0	21.2	----	----	22.5	21.2	----
17.	ALL	ALL	44.	33.	8.5	8.4	11.3	-----	4	9	6	1	4	8	3	2	----	24.1	----	----	----	21.3	----	----
---									1	2							----	----						
21.	86.	78.	58.						24	8	15	3	4	1	4	3	----	----	----	----	----	----	----	----
20.	ALL	94.	47.		12.1	12.3	12.6	16.0	28	31	51	8	1	3	11		----	----	19.8	15.0	----	----	19.5	
22.	70.	44.							10	15	15	6		1	1	1	25.3	----	----	----		----	----	----
---									1	1	1			1			----	----	----			----		
16.	83.	50.			7.7	10.0	8.3	10.8	3	10	6	1	9	8	9	5	----	20.3	15.3	----	----	20.4	15.8	----
24.	97.	93.	74.	14.	7.1	7.9	8.1	-----	103	76	52	7	4	9	14		----	27.5	22.7	17.7	----	27.7	21.7	
24.	ALL	96.	77.	48.	6.6	7.5	8.2	10.9	110	77	41	10	17	18	29	17	33.6	27.7	21.8	18.0	33.3	26.9	22.3	17.7
23.	ALL	86.	57.		7.0	7.0	7.0	-----	16	13	4	4	4	1	3		----	----	----	----	----	----	----	
19.	ALL	ALL	43.	11.	13.5	13.8	13.5	-----	20	26	24	3	5	2	6	6	----	----	20.5	----	----	----	19.1	----
20.	98.	56.	8.		18.1	19.8	21.6	-----	57	19	26	3	4	9	10	3	----	28.9	22.1	----	----	27.9	21.5	----
21.	96.	90.	27.	3.	12.5	13.3	14.3	11.9	417	345	199	59	58	97	114	60	36.7	27.9	22.8	16.9	33.4	26.0	20.3	17.6
3.									4		2						----		----					
28.	ALL	90.	33.		9.0	11.6	12.4	17.8	23	10	12	2	3		9	3	----	21.2	17.8	----	----		17.4	----
17.									1	3	1		1		1		----	----	----		----		----	
24.	ALL	90.	2.	67.	12.5	13.3	14.3	11.9	460	207	208	1	28	41	81	2	43.2	31.1	25.9	----	38.6	28.2	24.2	----
22.	97.	87.			9.7	10.4	12.4	10.0	372	354	169	25	42	95	136	61	40.0	28.5	22.8	18.1	32.5	27.1	21.3	15.3
19.	ALL	93.			-----	11.8	14.4	10.1	1	11	14	6		3	6	5	----	----	19.7	----		----	19.6	----
23.	ALL	ALL			-----	9.8	10.2	-----	3	11	5	2		3	5	4	----	----	----	----		----	----	----
22.	ALL	ALL			9.7	11.9	12.0	13.7	8	46	33	10	1	10	7	5	----	24.9	20.7	----	----	22.1	20.3	----
25.		86.				9.0				6	1	1		1				----	----	----		----		
20.	94.	82.	36.		12.5	12.7	12.7	-----	51	42	46	3	1	2	7	3	----	----	20.6	----	----	----	18.0	----
17.	ALL	ALL	27.		8.7	9.0	14.6	-----	17	13	16	5	1	5	10	1	----	----	18.0	----	----	----	10.4	----
51.	ALL	75.			-----	-----	-----	-----	2	3	2	4		1		2	----	----	----	----		----		----
30.									1	2	4						----	----	----					
16.		88.	19.		-----	6.4	17.4	10.2			12	1	1	8	38	4			16.4	----	----	18.1	16.6	----
18.	93.	87.	59.						91	115	122	15	5	16	36	24	----	26.9	22.4	16.4	----	26.5	19.9	16.2
22.	ALL	92.	41.		8.5	10.0	11.3	11.0	20	26	16	6			6	1	27.1	22.5	19.7	----			18.1	----
26.	ALL	80.	40.		10.1	10.4	11.1	10.0	19	12	8	5	2	2	2	3	----	----	----	----	----	----	----	----
24.	99.	95.	77.	68.	6.8	8.1	7.1	6.4	118	142	63	8	20	48	51	14	33.6	27.7	22.2	18.7	33.7	27.4	22.6	18.3
20.	96.	95.	35.		10.3	13.7	6.8	11.1	26	31	25	7	1	9	12		----	24.0	20.4	16.9	----	23.0	19.1	
17.	ALL	50.			-----	-----	-----		4	4	3						----	----	----					
18.					-----	12.4	9.2	10.0		11	14	4	1	[illegible]	[illegible]	8		----	20.4	----	----	----	18.7	----
22.	74.	50.	10.	4.	14.1	12.4	6.3	10.5	17	29	31	3	2	13	27	20	----	25.3	20.9	----	----	23.4	17.8	----
16.	94.	88.	16.		10.3	10.4	12.6	10.7	32	32	43	4	4	1	26	8	----	----	18.8	----	----	----	18.4	----
28.	ALL	ALL	91.	74.					7	24	37	73	1	7	6	12	----	20.3	19.2	17.4	----	19.7	19.0	15.7
17.	80.	78.			7.0	6.9	9.0	-----	8	7	7		2	2	6	1	----	----	16.4		----	----	15.6	----
19.	85.	75.	37.		15.6	16.4	16.4	17.0	12	20	30	3	1	4	16	13	----	----	21.5	----	----	----	19.8	----
18.	40.				-----	-----	8.4		4	3	8	2	2	4	4	1	----	----	----		----	----	----	
23.	99.	96.			11.1	12.3	13.1	-----	262	64	64	1	10	21	25	3	38.2	27.0	20.9	----	37.5	26.6	19.4	----
21.	92.	91.	31.		9.3	10.4	13.6	10.8	16	33	8	6	8	11	5	4	32.0	28.3	----	----	35.7	25.7	----	----
15.										2	18	9							16.5	13.8				
27.	ALL	93.	65.	19.	8.5	9.0	10.5	9.1	26	47	35	18	1	8	16	5	32.5	27.1	22.5	18.4		25.7	20.2	18.2
22.	98.	97.	57.		6.9	7.1	6.9	7.4	83	94	41	2	19	24	66	11	29.8	23.5	20.7	----	29.3	23.3	20.2	----
22.	ALL	97.	63.		7.1	6.7	7.4	11.5	42	75	37	6	9	61	49	10	26.5	22.8	19.0	----	26.3	22.7	20.2	----
25.	43.	7.							13	24	23	5	1	4	14		----	----	17.7	----	----	----	15.6	
23.								9.0				75				13				23.6				24.7
13.	75.	39.	29.						7	11	13	2	5	7	22	16	----	19.5	16.9		----	21.3	17.0	13.9
21.	97.	86.	24.						269	188	104	4	16	53	69	5	32.3	25.7	22.1	----	31.8	25.1	20.8	----
16.								12.7				29				13				18.3				17.4
20.				75.								30				18				16.8				15.5
20.	86.	21.	5.						15	11	13	2	6	3	24	4	21.5	----	15.6	----	18.9	----	14.6	----
29.								3.0				18				13				17.1				15.8
15.	80.	61.	[illegible]	7.	3.3	4.9	3.5	3.3	16	28	27	28	4	8	11	14	----	16.3	14.6	12.0	----	17.2	14.4	11.8
14.	91.	57.	40.		6.9	10.3	8.3	-----	11	4	7			3	3	1	15.8	----	----			----	----	
17.												10				9				19.1				15.0
16.	90.	90.	42.		10.5	11.9	10.6		48	59	35		1		1		32.0	25.9	21.5					
22.	63.	22.	33.						11	6	9	6	5	3	3	13	----	----	----	13.1	----	----	----	13.4
15.	95.	72.	29.	10.	12.6	13.0	11.9	10.9	240	178	121	15	9	18	40	25	37.2	28.0	22.0	17.3	36.8	28.2	21.5	15.7

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AC	AI	IN	AR
SOUTH CAROLINA (CONTD)																				
CLINTON JUNIOR COLLEGE		III				5				7.4	7.4				5				8.6	8.6
COKER COLLEGE		IIB	3	4	5		23.8	18.5	15.1	----	17.6	3	4	5		28.3	22.1	17.8	----	20.9
COLLEGE OF CHARLESTON		IIA	3	3	3	3	28.2	24.4	19.7	16.6	23.1	3	3	3	3	32.7	28.3	23.0	19.4	26.8
COLUMBIA BIBLE COLLEGE	PNA	IIA																		
COLUMBIA COLLEGE		IIB	4	3	3	3	21.8	19.5	16.8	14.5	18.2	4	4	4	4	25.1	22.5	19.3	16.2	20.8
COLUMBIA JUNIOR COLL		IV																		
CONVERSE COLLEGE		IIA	4	5	4	3	25.5	19.5	17.6	16.2	19.9	4	5	5	3	30.9	23.6	20.6	18.7	23.9
DENMARK TECHNICAL COLLEGE		IV				4				15.4	15.4				4				18.0	18.0
ERSKINE C AND SEMINARY		IIA	5	5	5		21.8	17.8	15.5		18.2	5	5	5		25.6	20.7	17.8		21.1
FLORENCE DARLINGTON TECH		IV				3				17.8	17.8				4				20.6	20.6
FRANCIS MARION COLLEGE		IIB	1	1	1	3	32.3	24.5	19.5	14.6	22.2	1	1	2	3	37.4	28.4	22.8	17.1	25.8
FURMAN UNIVERSITY		IIA	3	3	4	5	28.3	23.1	18.1	14.4	22.3	3	3	4	5	33.9	27.7	20.9	16.2	26.3
GREENVILLE TECH COLLEGE		IV				3				18.7	18.7				3				21.8	21.8
HORRY-GEORGETOWN TECH C		IV				4				17.3	17.3				4				20.1	20.1
LANDER COLLEGE		IIB	1	1	1	2	29.1	23.7	19.5	15.4	22.8	2	2	2	2	33.8	27.6	22.7	18.1	26.6
LIMESTONE COLLEGE		IIB	4	4	4		20.7	18.1	16.0		18.5	5	4	4		23.6	20.4	18.0		21.0
LUTHERAN THEOL STHN SEM		I	5				20.9	----			19.7	5				29.5	----			27.8
MIDLANDS TECH COLLEGE		IV				3				19.6	19.6				3				23.1	23.1
MORRIS COLLEGE		IIB		5	5	5		14.9	13.3	12.2	13.3		5	5	5		16.3	14.4	13.3	14.5
NEWBERRY COLLEGE		IIB	4	5	4	3	20.5	17.3	16.4	14.9	17.7	4	4	3	3	24.8	21.1	19.4	17.5	21.3
NORTH GREENVILLE COLLEGE		III			5	5		----	12.7	11.3	12.2			5	5		----	15.0	13.2	14.3
ORANGEBURG CALHOUN TECH C		IV				4				16.6	16.6				4				19.4	19.4
PIEDMONT TECH COLLEGE		III				2				17.2	17.2				2				20.1	20.1
PRESBYTERIAN COLLEGE		IIB	2	3	3		25.7	20.5	17.0	----	21.0	3	3	4		30.1	23.9	19.2	----	24.4
SC STATE COLLEGE		IIA																		
SPARTANBURG METH COLLEGE		IV				4				17.3	17.3				4				19.6	19.6
SPARTANBURG TECH COLLEGE		IV				4				17.3	17.3				4				20.0	20.0
SUMTER AREA TECH COLLEGE		IV				3				17.9	17.9				3				20.9	20.9
TRI-COUNTY TECH COLLEGE		IV				3				18.2	18.2				3				21.1	21.1
TRIDENT TECHNICAL COLLEGE		IV				3				17.9	17.9				3				21.1	21.1
U OF SC AT COLUMBIA		I	2	2	3	3	36.6	27.4	21.7	17.1	27.4	3	3	3	3	41.8	31.7	25.2	20.0	31.6
U OF SC AT AIKEN		IIB	1	2	2		28.7	22.2	18.2	----	20.5	2	2	2		33.2	25.8	21.3	----	23.9
U OF SC AT BEAUFORT		III			4			----	17.3	----	18.1			4			----	20.2	----	21.1
U OF SC COASTAL CAROLINA		IIB	2	2	1	2	26.3	22.7	19.7	16.5	21.4	2	2	2	2	30.5	26.4	22.9	19.3	24.9
U OF SC AT LANCASTER		III		4	4			21.5	18.4	----	19.4		3	4			25.0	21.5	----	22.6
U OF SC AT SALKEHATCHIE		III			4		----	----	17.0	----	18.1			4		----	----	19.8	----	21.2
U OF SC AT SPARTANBURG		IIB		2	1	1	----	22.2	20.0	18.0	20.8		2	1	1	----	25.8	23.3	21.0	24.2
U OF SC AT SUMTER		III			4	2		----	18.4	16.8	18.5			3	2		----	21.5	19.7	21.6
U OF SC AT UNION		III						----	----	----	18.8						----	----	----	21.9
VOORHEES COLLEGE		IIB	4	5	5	5	20.9	16.8	14.0	12.3	16.2	5	5	5	5	23.6	19.0	15.8	13.9	18.3
WILLIAMSBURG TECH C	PNA	IV																		
WINTHROP COLLEGE		IIA	2	2	2	4	32.0	26.4	21.4	15.0	24.7	2	2	2	4	36.8	30.6	25.0	17.6	28.7
WOFFORD COLLEGE		IIB	2	2	3		28.5	22.2	17.8	----	21.9	2	2	3		33.1	25.7	20.5	----	25.4
YORK TECHNICAL COLLEGE		IV				3				18.3	18.3				3				21.7	21.7
SOUTH DAKOTA																				
AUGUSTANA COLLEGE		IIA	4	4	4	5	25.5	21.3	18.4	14.4	21.1	4	4	4	5	30.4	25.3	21.3	16.8	24.9
BLACK HILLS STATE COLLEGE		IIA	5	5	4	5	24.0	20.2	18.1	14.5	19.9	5	5	4	5	27.5	23.2	20.9	16.7	22.8
DAKOTA STATE COLLEGE		IIB	4	3	3	2	22.8	19.7	17.6	15.6	18.6	4	4	3	2	26.2	22.6	20.2	18.0	21.4
DAKOTA WESLEYAN U		IIB	4	3	4		22.1	20.1	16.2	----	18.1	4	3	4		25.2	22.9	18.0	----	20.5
FREEMAN JUNIOR COLLEGE		III				5		----		11.3	12.1				5		----		13.2	14.1
HURON COLLEGE		IIB		5	5		----	15.6	13.5	----	14.4		5	5		----	18.3	15.5	----	16.7
MOUNT MARTY COLLEGE		IIB			4	4		----	15.8	13.7	15.6			5	4		----	17.7	15.4	17.5
NATIONAL COLLEGE		IV				5				14.4	14.4				5				16.2	16.2
NORTH AMERICAN BAPT SEM		IIA					----		----		18.6					----		----		21.4
NORTHERN STATE COLLEGE		IIA	4	4	4	2	24.8	21.6	18.6	16.8	20.4	5	4	4	3	28.4	24.7	21.4	19.4	23.4
OGLALA SIOUX CC		IV				4				16.1	16.1				4				18.9	18.9
PRESENTATION COLLEGE		IV				5				14.3	14.3				5				16.2	16.2
SIOUX FALLS COLLEGE		IIB	5	4	3		20.3	18.4	17.7	----	18.2	4	4	3		23.7	21.6	20.8	----	21.4
SD SCH MINES & TECHNOLOGY		IIA	3	4	3	3	28.6	22.9	20.1	16.2	23.9	4	4	3	4	31.9	25.7	22.6	18.3	26.8
SD STATE UNIVERSITY		IIA	4	4	4	3	26.0	21.5	18.4	16.2	21.5	4	4	4	3	29.7	24.7	21.2	18.7	24.6
U OF SD MAIN CAMPUS		I	5	5	5	5	28.2	22.8	18.4	14.7	22.5	5	5	5	5	32.3	26.1	21.1	17.5	25.9
U OF SD AT SPRINGFIELD		IIB	3	2	1	1	23.4	21.3	19.4	17.0	20.0	4	3	2	1	26.8	24.5	22.3	19.6	23.0
YANKTON COLLEGE		IIB		5	5	4	----	16.0	14.1	14.1	15.4		5	5	3	----	18.8	16.4	16.9	18.2
TENNESSEE																				
AQUINAS JUNIOR COLLEGE	LFO	IV								----	----								----	----
AUSTIN PEAY ST UNIVERSITY	42	IIA	4	4	5	5	25.8	20.9	17.3	14.2	20.6	4	5	5	5	29.8	24.1	20.0	16.4	23.8
BELMONT COLLEGE		IIB	3	3	3	2	23.4	20.0	17.0	15.5	19.4	3	3	3	3	26.9	23.1	19.5	17.7	22.3
BETHEL COLLEGE		IIB	5	5		4	18.5	16.2	----	13.3	16.0	5	5		4	20.8	18.5	----	15.6	18.3
BRYAN COLLEGE		IIB	4		4		21.6	----	16.4		17.8	4		4		24.6	----	18.4		20.1
CARSON-NEWMAN COLLEGE	6	IIB	4	4	4		22.6	19.2	16.5	----	19.1	4	4	4		25.8	22.0	18.9	----	21.8
CHATTANOOGA ST TECH CC		III		4	3	2	----	21.4	19.6	17.4	19.2		4	3	2	----	24.7	22.5	20.2	22.1
CHRISTIAN BROS COLLEGE	1	IIB	2	2	4	1	27.4	21.3	15.9	17.0	19.4	2	3	4	2	30.8	24.0	18.1	19.3	22.0
CLEVELAND ST CMTY COLLEGE		III	4	5	5	5	22.8	19.2	16.1	13.9	17.7	4	5	5	5	25.6	21.7	18.3	16.1	20.0
COLUMBIA ST CMTY COLLEGE		III		4	3	4	----	20.7	19.3	14.9	18.2		4	3	4	----	23.7	22.2	17.0	20.9
CUMBERLAND COLLEGE TENN		IV				5				12.8	12.8				5				14.8	14.8
DAVID LIPSCOMB COLLEGE		IIB	4	4	4	4	22.0	18.6	16.5	14.0	18.7	4	4	4	4	24.7	20.7	18.4	15.6	20.9
DYERSBURG ST CMTY COLLEGE		III			4	4		----	17.3	14.4	16.6			4	4		----	20.1	16.6	19.2
EAST TENN ST UNIVERSITY	42	IIA	3	3	3	4	28.4	23.3	19.2	15.7	22.3	3	3	3	3	33.2	27.3	22.6	18.5	26.2
EMMANUEL SCH OF RELIGION		IIA					----	----	----		22.6					----	----	----		25.5
FISK UNIVERSITY		IIA																		
FREE WILL BAPTIST BIBLE C		IV				4				16.9	16.9				4				18.7	18.7
FREED-HARDEMAN COLLEGE		IV				4				17.6	17.6				4				20.1	20.1
HARDING GRAD SCH RELIGION		IIA							----		----							----		----
HIWASSEE COLLEGE		IV				5				14.5	14.5				5				16.6	16.6
JACKSON ST CMTY COLLEGE		III		5	4	4		19.3	17.1	15.2	17.7		5	5	5		21.7	19.0	16.5	20.2
JOHNSON BIBLE COLLEGE		IIB					----		----	----	12.9					----		----	----	19.3
KING COLLEGE		IIB	4		4		22.5		16.0		18.7	4		4		25.9		18.3		21.5
LAMBUTH COLLEGE		IIB	4	4	5		20.8	18.6	15.2		18.3	4	4	4		24.7	22.2	18.0		21.8
LANE COLLEGE		IIB	5	5	5	5	15.4	14.7	13.5	11.7	13.8	5	5	5	5	17.3	16.3	15.0	12.7	15.3
LEE COLLEGE		IIB																		
LE MOYNE-OWEN COLLEGE		IIB		5	4	4	----	16.7	16.2	13.8	16.0		5	4	4	----	19.7	18.8	16.0	18.7
LINCOLN MEM UNIVERSITY		IIB			5	5	----	----	14.2	11.7	14.1			5	5	----	----	17.3	14.1	17.1
MARTIN COLLEGE		III	5				19.9		----		19.5	5				23.3		----		22.9
MARYVILLE COLLEGE		IIB	5	5	5	5	19.4	15.8	13.8	12.5	15.4	5	5	5	5	22.5	18.4	16.0	14.3	17.8
MEMPHIS ACADEMY OF ARTS		IIB					----	----			17.8					----	----			20.8
MEMPHIS STATE UNIVERSITY	42	I	5	5	5	5	29.6	23.6	19.0	14.7	23.0	5	5	5	5	33.7	27.0	21.6	16.8	26.2
MEMPHIS THEOLOGICAL SEM		IIA					----	----	----		20.4					----	----	----		23.3
MID AMERICA BAPT THEOL SEM		IIA																		
MID-SOUTH BIBLE COLLEGE		IV								----	----								----	----
MIDDLE TENN ST UNIVERSITY	42	I	5	5	5	5	27.3	22.9	19.0	15.5	22.1	5	5	5	5	31.6	26.6	22.2	18.2	25.8
MORRISTOWN COLLEGE		IV																		
MOTLOW STATE CMTY COLLEGE		III	5	4		3	20.2	19.7	----	15.8	17.4	5	5		3	22.5	22.8	----	18.2	20.0
NASHVILLE STATE TECH INST	3	III	5	5	4	5	22.0	19.3	18.2	13.9	18.0	5	5	4	5	25.3	22.1	20.6	15.[illegible]	20.6
ROANE STATE CMTY COLLEGE		III		4	4	3		20.9	17.9	15.6	17.9		4	4	4		24.0	20.5	17.[illegible]	20.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.												5				4				----				----
19.	ALL	ALL	18.		5.0	8.8	7.2	-----	7	6	9	1		5	8	1	23.8	----	15.4	----		----	14.8	----
16.	96.	81.	16.	14.	10.4	10.9	12.0	11.9	19	78	30		4	13	26	7	----	24.5	20.4		----	23.8	18.9	16.6
14.	ALL	ALL	46.		7.6	8.2	8.8	9.9	12	10	12	3	7	1	12	10	21.8	----	16.9	----	21.9	----	16.7	----
								7.7																
20.	ALL	87.	12.		12.1	13.7	14.4	15.4	15	19	9	5		12	8	3	25.5	20.2	17.6	----		18.4	17.7	----
17.								6.9				24				11				14.4				17.4
16.	ALL	30.							9	13	6	1	2	7	5	1	----	18.0	----		----	17.4	----	
16.												49				44				19.2				16.2
16.	81.	97.	48.	6.	9.0	8.7	8.6	9.1	16	30	17	14		8	4	12	32.3	24.8	----	14.7		23.1	----	14.4
18.	ALL	92.	31.		11.3	12.1	11.7	12.9	45	36	38	10	4	3	10	6	----	----	18.3	15.0	----	----	17.0	13.5
17.								1.3				92				73				19.6				17.5
16.								8.9				26				18				18.1				16.2
16.	87.	90.	26.	11.	9.0	9.4	9.8	-----	12	29	10	4	3	12	9	5	----	23.8	18.9	----	----	23.5	20.1	----
13.	ALL	80.	33.		6.4	6.4	6.4		8	9	4	1	4	6	4	1	----	18.4	----		----	17.5	----	
41.	ALL	ALL							8	5	1						20.9	----						
18.								13.7				96				88				20.8				18.3
9.	67.	22.							2	7	7	5	4	2	7	4		14.9	12.3	----			14.3	----
20.	88.	85.	18.						15	9	6	7	1	6	5	2	20.5	----	----	14.9		----	----	
17.		50.	50.	29.		-----	15.8	9.3		4	3	6			3	8		----	----	----			----	----
17.								8.7				31				27				18.0				15.0
17.												31				15				17.4				16.9
16.	ALL	76.	8.		8.5	8.9	9.3	-----	19	14	9	2	2	3	3	3	25.7	----	----	----		----	----	----
					22.9	23.0	15.6	12.1																
13.				43.				12.2				12				9				18.8				15.3
16.								7.7				43				34				18.6				15.6
17.								9.4				28				16				18.2				17.4
16.												44				28				18.8				17.1
18.								11.3				76				50				18.7				16.8
15.	99.	82.	18.		9.7	10.0	12.0	10.5	243	292	156	35	11	61	73	61	36.7	27.8	22.0	18.3	34.2	25.4	21.0	16.4
16.	ALL	93.	10.		-----	9.7	12.6	-----	5	21	17	1	1	8	14		----	21.9	18.1	----	----	23.1	18.4	
17.		ALL	38.			-----	9.9	-----		3	6	1		1	2			----	----	----		----	----	
16.	ALL	85.	41.		9.1	9.6	10.4	13.6	13	28	21	4		6	13	4	26.3	22.9	19.9	----		21.8	19.3	----
17.		ALL	54.			10.1	10.0	-----		8	9	2		2	4	1		----	----	----		----	----	----
17.	ALL	ALL	13.			-----	13.1	-----	1		6			2	2	1	----		----			----	----	----
16.	ALL	94.	18.		-----	9.4	12.9	9.3	2	25	20	7	2	9	13	9	----	22.7	20.2	17.7	----	20.7	19.8	18.2
17.		75.	19.			-----	9.8	10.6		3	18	3		1	3	4		----	----	----		----	----	----
17.		75.	80.			-----	10.5	-----		4	5	2						----	----	----				
13.	38.	89.	11.	8.	6.7	8.6	-----	18.5	12	7	6	3	2	4	3	9	----	----	----	----	----	----	----	----
16.	98.	79.	44.		9.5	10.1	10.2	12.7	46	31	40	9	12	11	31	17	32.3	26.6	21.3	15.3	30.8	25.7	21.6	14.9
16.	ALL	88.	17.		12.1	11.9	12.0	-----	13	21	16	1		3	2	1	28.5	----	----	----		----	----	----
18.												33				27				19.0				17.4
18.	91.	94.	41.						30	30	21	2	3	5	13	9	----	----	18.7		----	----	17.9	14.4
15.	96.	78.	34.	8.	6.9	7.4	7.6	8.0	24	19	23	7	3	4	9	5	----	----	18.3	----	----	----	17.6	----
15.	ALL	ALL	71.		7.0	9.0	6.6	13.3	11	11	10	8			4	8	22.8	19.7	----	15.0			----	16.3
13.	ALL	89.	20.		7.0	7.4	7.4	-----	6	8	9	3	2	2	6	4	----	----	16.5	----	----	----	15.7	----
17.									1	3		5				4		----		----				----
16.					-----	5.0	4.4	-----	4	6	6	3		1	5	1	----	15.6	----	----			----	
13.	ALL	60.							2	4	6	4		1	8	4		----	15.7	----			15.9	----
13.				76.								14				15				14.2				14.6
15.	ALL	ALL							5	1	5						----		----					
15.	96.	89.	48.	6.	7.0	7.0	7.0	7.0	27	16	36	10	1	2	14	6	----	----	18.8	17.0	----	----	18.1	16.5
17.												12				9				16.9				15.1
13.												4				14				----				----
17.	88.	44.	23.		9.9	9.9	11.4	-----	8	8	10	2		1	3	1	20.3	----	----	----		----	----	----
12.	90.	61.	7.		6.8	8.3	7.4	-----	40	32	22	6	1	1	6		28.6	22.9	20.6	16.2			18.1	
15.	94.	77.	25.	3.	6.9	7.4	8.1	10.0	92	75	51	21	6	23	29	17	----	21.5	18.8	16.4	----	21.6	17.8	16.0
15.	96.	76.	15.	7.	5.2	7.6	7.6	7.6	85	64	49	11	4	12	22	19	----	22.9	19.2	15.5	----	21.9	16.6	14.1
15.	ALL	95.	67.		-----	7.9	7.5	7.3	6	20	7	15	1	1	2	2	23.4	21.3	19.4	17.0				
18.	ALL	67.	17.						4	5	5	6		1	1		----	----	----	14.1		----	----	
---												4				1				----				----
15.	98.	74.	17.		2.6	2.8	2.6	2.0	52	40	42	5	4	6	21	12	----	21.0	17.6	----	----	19.7	16.8	----
15.	89.	50.	16.		11.3	14.0	13.1	10.6	25	13	15	5	3	5	17	6	----	----	17.5	----	----	----	16.6	----
14.	75.	75.			13.2	10.0		11.2	7	6	1	4	1	2	1	3	----	----	----	----	----	----	----	----
13.	ALL		26.		10.0	-----	11.0		7	4	17		2		6	1	21.6	----	16.6				15.6	
14.	95.	79.	39.						21	25	14	3	2	8	14		----	19.4	17.1	----	----	18.5	16.0	
15.	ALL	58.	58.						3	18	20	20		6	11	23	----	21.5	20.1	18.2		21.2	18.8	16.8
13.	ALL	68.			12.8	13.5	12.4	-----	7	17	15	5		2	6	2	27.4	----	16.2	----		----	15.1	----
14.	ALL	97.	48.	25.	2.0	2.0	2.3	3.4	5	26	13	6	3	9	10	10	----	19.1	17.0	13.6	----	19.4	14.9	14.1
15.	ALL	80.	48.	10.	-----	5.4	6.4	7.0	2	7	13	9	1	3	10	12	----	----	19.1	15.6	----	----	19.5	14.3
16.																10								12.8
12.	90.	40.	13.		17.0	16.5	13.1	12.0	35	14	19	10	4	1	5	5	----	----	----	----	----	----	----	----
16.	ALL	ALL	86.			-----	5.4	-----	1	3	9	4		4	5	6		----	----	----		----	----	----
17.	94.	84.	47.	7.	2.0	2.2	2.4	3.2	86	111	57	35	13	14	51	24	28.6	23.3	19.9	16.2	27.2	23.2	18.4	15.0
13.					-----	-----	-----		4	4	2						----	----	----					
					6.8	4.6	4.7	2.1																
11.												14				8				17.6				15.7
14.				46.								45				19				18.4				15.6
---	ALL	ALL							2	2	3								----					
15.				52.								13				11				14.7				14.3
14.	ALL	93.	75.		-----	2.0	2.4	1.3	4	22	11	6		5	13	9		----	17.3	----		----	16.9	----
50.									3	1	5	4	1	1			----		----	----				
15.					12.7	-----	13.5		10	2	10				4		22.5		----				----	
19.	ALL	ALL	64.		8.6	7.7	8.2	-----	14	13	8	1	1	3	6	2	20.8	18.6	16.0				14.4	
11.	83.	60.	50.	14.					4	9	9	4	4	2	3	5	----	----	----	----	----	----	----	----
					4.9	10.0	10.0	10.0																
17.	83.	63.	18.						4	12	7	5	2	7	10	4	----	18.5	16.1	----		13.7	16.2	----
21.	40.	40.	6.						4	4	7	5	1	1	11	8	----	----	13.8	----			14.6	----
18.	86.	50.	ALL						5	1	4	1	4	1		1	----		----		----			
16.	89.	67.	50.		12.5	11.1	11.5	11.5	5	10	8	7	4	5	4	1	----	----	----	----	----	----	----	----
17.	ALL	ALL	ALL		-----	-----	-----		3	5	2		1				----	----						
14.	91.	77.	40.	17.					196	162	164	26	15	23	85	38	29.6	23.8	19.1	14.9	28.4	22.1	18.7	14.5
14.	ALL				-----	-----	-----		3	2	1						----	----	----					
					13.1	-----		-----																
---												3								----				
16.	94.	85.	35.	3.	2.2	2.6	2.4	4.2	116	91	73	37	13	13	39	22	27.4	23.0	19.3	16.0	26.7	22.2	18.5	14.7
15.	83.	ALL	33.	4.					3	7	2	8	3	2	4	15	----	19.7		16.1	----		----	15.6
14.	ALL	ALL	70.	21.	-----	3.5	3.4		5	20	13	6	2	2	10	8	----	----	19.5	13.8	----	----	16.4	14.0
15.	ALL	86.	28.		-----	-1.0		-1.1		15	22	9	1	6	14	15		20.9	18.2	16.6		20.8	17.3	14.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TENNESSEE (CONTD)																				
SHELBY STATE CMTY COLLEGE		III	5	5	5	5	21.7	18.9	15.5	13.6	16.9	5	5	5	5	24.9	21.6	17.7	15.5	19.3
STHN COLLEGE OF OPTOMETRY		IIA			1*	1*		----	31.3	25.6	28.1			1*	1*		----	39.6	31.0	34.9
STHN MISSIONARY COLLEGE		IIB	5	5	4	4	17.6	16.7	15.6	13.9	16.1	5	5	4	4	20.3	19.1	17.9	16.0	18.5
SOUTHWESTERN AT MEMPHIS		IIB	2	2	3		27.6	23.2	17.7		24.0	1	1	3		35.2	29.3	20.7		30.0
STATE TECH INST MEMPHIS		III	5	5	4	4	21.8	18.7	16.9	14.1	17.6	5	5	5	5	25.2	21.7	19.6	16.4	20.4
STEED COLLEGE		IIB				5				10.0	10.0				5				11.1	11.1
TENNESSEE ST UNIVERSITY	42	IIA	3	3	4	3	29.4	23.4	19.1	15.9	22.7	3	4	4	4	33.3	26.7	21.9	18.3	25.8
TENNESSEE TECHNOLOGICAL U	1	IIA	3	4	3	4	28.3	22.6	19.2	15.2	23.2	3	4	4	4	32.6	26.1	22.4	18.0	26.8
TENNESSEE TEMPLE U		IV				5				10.9	10.9				5				12.7	12.7
TENN WESLEYAN COLLEGE		IIB				5	----	----	----	11.9	12.9				5	----	----	----	13.5	15.4
TOMLINSON COLLEGE		IV				5				14.7	14.7				5				16.4	16.4
TREVECCA NAZARENE COLLEGE		IIB	5	5	5		19.8	17.2	15.3		17.5	5	5	5		23.3	19.9	17.6		20.3
TUSCULUM COLLEGE	PNA	IIB																		
UNION UNIVERSITY		IIB	3	4	3	3	23.3	18.9	17.4	14.8	17.9	4	4	3	3	26.0	21.2	19.5	16.7	20.0
UNIVERSITY OF THE SOUTH		IIB	2	2	2	2	27.7	22.1	18.3	16.4	22.8	2	2	2	2	32.5	26.1	21.3	19.3	26.7
U OF TENNESSEE KNOXVILLE	42	I	5	5	5	5	30.6	23.7	19.6	14.8	24.8	5	5	5	5	35.8	27.6	22.1	16.7	28.8
U OF TENN AT CHATTANOOGA	42	IIA	4	4	4		27.4	22.7	19.0	----	21.5	4	4	5		31.9	26.4	20.1	----	24.7
U OF TENNESSEE AT MARTIN	42	IIA	4	4	4		24.3	21.1	17.9	----	21.1	4	4	4		28.7	24.9	20.8	----	24.8
U OF TENN INST OF AGRI		IIA	3	2	1		29.3	25.1	22.1	----	25.4	3	3	2		34.5	29.3	25.0	----	29.5
VANDERBILT UNIVERSITY		I	3	3	4	2	36.6	25.9	20.3	18.8	27.9	2	3	4	3	43.4	31.3	24.2	20.4	33.2
VOLUNTEER ST CMTY COLLEGE		III	4	4	4	3	23.1	20.1	18.3	15.8	19.2	4	4	4	3	26.2	23.0	21.1	18.2	22.0
WALTERS ST CMTY COLLEGE		III		5	4	3	----	19.3	17.3	15.5	17.8		5	4	4	----	22.3	19.8	17.8	20.4
TEXAS																				
ABILENE CHRSTN UNIVERSITY		IIA	4	4	4	4	26.8	22.4	18.9	15.2	22.9	4	4	4	4	31.6	26.2	22.1	17.6	26.9
ALVIN COMMUNITY COLLEGE		IV				1				23.8	23.8				2				28.6	28.6
AMARILLO COLLEGE		III	3	2	2	1	25.1	23.3	20.8	19.8	21.8	3	3	2	1	29.7	27.6	24.6	23.6	25.9
AMERICAN TECHNOLOGICAL U		IIA					----	----	----		22.7					----	----	----		25.1
ANGELINA COLLEGE		IV				3				19.8	19.8				3				22.3	22.3
ANGELO STATE UNIVERSITY	43	IIA	2	1	1*	2	30.5	26.7	23.8	16.8	25.2	2	1	1	2	36.6	32.1	29.0	20.9	30.4
AUSTIN COLLEGE		IIA	4	4	5		26.0	20.8	16.5		21.9	4	4	5		31.0	24.6	19.1		25.9
AUSTIN COMMUNITY COLLEGE		IV				2				21.3	21.3				2				23.8	23.8
BAYLOR UNIVERSITY	4	I	3	3	3	1	34.5	25.9	21.5	19.6	25.7	3	3	2	1	42.7	32.2	26.6	24.0	31.7
BEE COUNTY COLLEGE		IV				3				19.0	19.0				3				21.4	21.4
BISHOP COLLEGE		IIB	5	4	3	3	19.8	18.1	17.1	14.8	17.6	5	4	3	3	22.4	20.8	19.6	17.0	20.2
BLINN COLLEGE		IV				2				22.7	22.7				2				26.5	26.5
BRAZOSPORT COLLEGE	1	IV				2				21.6	21.6				2				24.0	24.0
BROOKHAVEN COLLEGE		IV				1				24.4	24.4				2				27.4	27.4
CEDAR VALLEY COLLEGE		IV																		
CENTRAL TEXAS COLLEGE		IV				2				23.5	23.5				2				25.9	25.9
CISCO JUNIOR COLLEGE		IV				4				17.4	17.4				4				19.5	19.5
CLARENDON COLLEGE		IV				3				18.5	18.5				3				20.8	20.8
COLLEGE OF THE MAINLAND	5	IV				2				23.1	23.1				2				26.0	26.0
CONCORDIA LUTH COLLEGE		III			5		----	----	14.9		16.5			5		----	----	18.7		20.8
COOKE COUNTY COLLEGE		IV				3				19.9	19.9				3				22.1	22.1
CORPUS CHRISTI STATE U	43	IIA	2	3	3		31.1	24.5	20.2	----	24.3	2	2	2		37.2	29.7	24.8	----	29.5
DALLAS BAPTIST COLLEGE		IIB	3	2	3		24.9	21.4	17.7		21.1	3	2	2		29.8	25.7	21.3		25.3
DEL MAR COLLEGE	43	III	1	1	1	1	31.1	26.0	22.9	19.7	23.9	1	1	1	1*	37.9	32.0	28.4	24.7	29.6
EAST TEXAS BAPT COLLEGE		IIB																		
EAST TEXAS ST UNIVERSITY	43	I	5	4	4	2	31.0	24.9	21.0	18.2	25.8	4	4	3	1	37.3	30.3	25.8	22.6	31.4
EASTFIELD COLLEGE		IV				1				26.7	26.7				1				29.9	29.9
EL CENTRO COLLEGE		IV				2				23.4	23.4				2				26.3	26.3
EL PASO CO CMTY COLLEGE	1	IV				3				19.6	19.6				3				21.8	21.8
EPIS THEOL SEM SOUTHWEST		IIA	2				32.4				32.4	1				40.4				40.4
FRANK PHILLIPS COLLEGE		IV				1				23.7	23.7				2				26.5	26.5
GALVESTON COLLEGE		IV				2				21.2	21.2				2				25.0	25.0
GRAYSON CO JUNIOR COLLEGE		IV				2				21.1	21.1				2				24.5	24.5
GULF COAST BIBLE COLLEGE		IIB	5				19.3			----	17.3	5				22.6			----	20.3
HARDIN-SIMMONS UNIVERSITY		IIA	5	5	5	5	22.8	19.4	16.9	14.0	18.8	5	5	5	5	27.0	22.7	19.3	15.6	21.8
HENDERSON CO JR COLLEGE		IV				3				19.5	19.5				2				23.7	23.7
HILL JUNIOR COLLEGE		IV				4				16.9	16.9				4				18.6	18.6
HOUSTON BAPT UNIVERSITY		IIB	3	2	1	1	24.9	22.8	20.2	18.0	21.7	2	1	1	1	31.0	28.1	24.2	20.7	26.5
HOUSTON COMMUNITY COLLEGE		IV				3				19.7	19.7				3				22.2	22.2
HOWARD CO JC DIST		IV				2				21.2	21.2				2				25.1	25.1
HOWARD PAYNE UNIVERSITY		IIB	5	5	4	4	18.2	17.0	15.9	13.6	16.5	5	5	4	4	21.8	20.2	18.4	15.7	19.5
HUSTON-TILLOTSON COLLEGE		IIB	4	5	4		21.4	17.4	15.6	----	18.1	4	4	4		25.0	20.4	18.3	----	21.2
INCARNATE WORD COLLEGE		IIA	4	5	5	5	24.7	20.2	16.8	14.0	19.1	5	5	5	5	28.1	22.7	18.7	15.3	21.4
JACKSONVILLE COLLEGE		IV				5				14.0	14.0				5				15.3	15.3
JARVIS CHRISTIAN COLLEGE		IIB	4	4		4	21.6	18.0	----	13.9	17.3	5	5		4	23.6	19.6	----	15.3	19.0
KILGORE COLLEGE		IV				2				21.9	21.9				2				24.8	24.8
LAMAR UNIVERSITY	43	IIA	2	2	2	3	31.0	25.7	21.4	16.7	22.7	2	2	1	2	37.5	31.3	26.4	20.9	27.8
LAREDO STATE UNIVERSITY	43	IIA	3	2	1		28.7	25.2	22.0		25.3	3	2	1		33.7	30.7	26.9		30.4
LEE COLLEGE		IV				1				26.2	26.2				1				32.0	32.0
LETOURNEAU COLLEGE		IIB		4	4	3	----	17.6	15.9	14.5	16.7		5	4	3	----	20.1	18.1	16.6	19.1
LON MORRIS COLLEGE		IV				4				16.9	16.9				4				20.1	20.1
LUBBOCK CHRISTIAN COLLEGE		IIB	5	4	5		20.0	18.1	14.7	----	17.5	5	4	5		22.9	20.7	16.4	----	19.9
MCLENNAN CMTY COLLEGE		IV				2				21.0	21.0				3				23.1	23.1
MCMURRY COLLEGE		IIB	4	4	4		21.7	19.2	16.1		18.6	4	4	4		24.9	22.2	18.7		21.5
MIDLAND COLLEGE		IV				2				21.8	21.8				3				22.7	22.7
MIDWESTERN ST UNIVERSITY	43	IIA	2	4	2	4	31.5	21.4	21.2	14.9	22.4	2	4	2	4	37.2	25.7	25.6	18.4	26.8
MOUNTAIN VIEW COLLEGE		IV				1				26.4	26.4				1				29.5	29.5
NAVARRO COLLEGE		IV				2				20.3	20.3				2				23.8	23.8
NORTH HARRIS CO COLLEGE		IV				2				22.2	22.2				2				25.5	25.5
NORTHLAKE COLLEGE		IV																		
NORTH TEXAS ST UNIVERSITY	43	I	4	3	2	1	32.7	26.7	22.5	18.9	26.9	4	3	2	1	38.8	32.1	27.4	23.2	32.4
OBLATE COLLEGE OF STHWST		IIA						----			----						----			----
ODESSA COLLEGE		III	1	2	1	1*	30.9	24.8	22.9	20.3	24.3	1	2	1	1	36.5	29.4	27.2	24.2	28.8
OUR LADY OF LAKE U		IIA	5	5	5	5	23.3	19.8	17.4	12.7	17.8	5	5	5	5	26.2	22.0	19.4	14.4	20.0
PAN AMERICAN UNIVERSITY	43	IIA	2	2	2	2	32.0	25.4	20.8	17.6	22.9	2	2	2	2	38.1	30.7	25.4	21.7	27.9
PANOLA JUNIOR COLLEGE		IV				4				16.8	16.8				4				19.9	19.9
PARIS JUNIOR COLLEGE	1	IV				3				18.4	18.4				3				22.0	22.0
PAUL QUINN COLLEGE		IIB				5	----		----	11.2	12.7				5	----		----	12.9	14.6
PRAIRIE VIEW A&M U	43	IIA		2	1	1	----	24.9	21.8	19.4	21.9		2	1	1	----	30.1	26.4	23.6	26.5
RANGER JUNIOR COLLEGE		IV				4				16.7	16.7				4				18.8	18.8
RICE UNIVERSITY		I	2	2	2	1	38.4	28.0	22.6	19.4	32.1	2	3	3	2	44.1	32.1	25.8	22.1	36.8
RICHLAND COLLEGE		IV				1				25.9	25.9				1				29.0	29.0
SAINT EDWARD'S UNIVERSITY		IIB	3	3	4	4	25.4	20.3	16.6	13.8	19.0	3	3	4	4	28.3	23.0	18.4	15.1	21.2
SNT MARY'S U SAN ANTONIO		IIA	2	4	4		30.2	20.9	17.7	----	23.1	3	5	5		33.8	23.6	19.8	----	25.9
SAINT PHILIP'S COLLEGE		III	2	2	2	2	27.8	24.4	21.0	17.6	19.9	2	2	2	2	31.5	28.0	24.6	21.8	23.4
SAM HOUSTON ST UNIVERSITY	43	IIA	2	2	1		30.8	26.2	22.5	----	26.2	2	2	2		36.3	31.2	25.9	----	31.0
SAN ANTONIO COLLEGE		III	2	2	1	3	27.7	24.6	21.6	15.8	22.7	2	2	1	2	33.0	29.4	26.1	20.1	27.3
SAN JACINTO C CENTRAL CAM		IV				1				24.7	24.7				2				27.8	27.8
SCHREINER COLLEGE		III					----		----	----	15.8					----		----	----	17.3
SOUTH PLAINS COLLEGE		III	4	2	2	1	23.5	23.1	20.6	18.1	20.5	3	2	1	1	28.9	28.5	25.6	22.7	25.5
SOUTH TEXAS COLLEGE LAW		IIA	1*				39.8	----			38.3	1				44.8	----			42.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
14.	67.	62.	27.		2.7	3.6	2.8	5.5	9	34	23	8		27	32	19	21.7	18.8	15.8	13.4		19.1	15.2	13.7
24.									2	6	10	9						----	31.3	25.6				
15.	ALL	81.	2.						17	24	18	2	2	13	24	14	17.6	16.7	15.4			16.8	15.7	13.9
25.	95.	91.	20.		10.8	12.6	13.6		38	19	13		1	3	7		----	----	18.5		----	----	16.3	
16.	ALL	86.	57.	8.	3.6	2.6	4.4	5.3	14	23	22	19	5	6	13	7	----	18.6	16.7	14.3	----	19.2	17.3	13.5
11.												2				7				----				----
14.	74.	58.	55.	31.					66	95	46	11	16	29	67	25	29.7	23.9	19.9	16.2	28.0	22.0	18.6	15.8
16.	93.	83.	43.	28.	2.7	4.3	2.4	3.5	102	74	59	9	5	9	33	9	----	22.6	19.7	15.9	----	22.5	18.4	14.7
17.												92				49				11.2				10.2
19.	ALL	68.	58.	17.					5	3	6	3	1	2	2	3	----	----	----	----				----
12.												7				5				----				----
16.	77.	57.							12	4	5	2	1	3	7	1	19.8	----	----			----	----	
12.	92.	42.	13.						10	9	15	7	2	3	9	13	23.3	----	17.2	15.2		----	17.7	14.6
17.	ALL	ALL	5.		12.9	[illegible]	15.4	[illegible]	34	21	16	7	2	1	3	4	27.7	22.1	----	----			----	----
16.	96.	89.	23.	8.	2.6	3.2	4.8	4.4	398	278	156	25	20	66	95	48	30.7	23.8	20.1	14.9	29.3	23.2	18.8	14.8
15.	90.	69.	20.		2.6	2.6	3.6	5.3	47	77	47	2	1	16	43	2	----	22.9	19.0	----	----	21.7	16.8	----
18.	98.	98.	60.		3.0	3.8	4.3	-----	49	73	30	1	3	27	17	3	----	21.3	18.2	----	----	20.5	17.4	----
16.	98.	79.	22.		1.9	2.8	2.9	-----	49	61	40	1		1	6	1	29.3	----	22.1	----		----	22.3	----
19.	96.	77.	1.		11.0	12.3	12.3	10.1	216	144	99	11	10	38	69	12	36.8	26.2	21.0	20.4	31.5	25.1	19.3	16.2
15.	90.	90.	64.	21.	-----	2.4	3.3	7.4	7	19	13	4	3	10	12	9	----	20.3	18.1	----	----	19.7	18.5	----
15	ALL	73.	51.	6.					4	15	24	6		7	11	10	----	19.2	17.5	----		19.5	17.1	----
17.	96.	77.	44.	6.					70	44	15	9	6	4	17	9	26.9	----	19.5	15.0	26.4	----	18.4	15.3
20.				60.								54				36				24.1				23.3
19.	93.	94.	78.	23.	18.2	10.9	12.9	12.4	28	23	25	30	14	12	11	48	29.0	23.3	21.2	21.2	25.3	23.2	19.8	18.9
11.					-----	-----	-----		4	4	5		1	1	1	1	----	----	----					
13.				62.								28				25				20.4				19.2
21.	98.	81.	15.	5.	19.2	20.6	20.4	21.3	46	35	18	16	6	7	8	21	30.7	26.7	24.3	17.1	29.5	26.4	22.8	16.6
18.	97.	80.	13.						33	10	17	2		5	7	1	26.0	----	16.3			----	17.1	
12.								14.5				101				76				21.5				21.1
23.	91.	80.	27.	19.	10.5	11.8	11.8	10.3	122	95	57	7	8	24	46	9	34.7	26.4	21.9	19.8	32.6	24.0	21.1	19.4
12.												52				37				19.1				18.9
15.	62.	29.	11.						11	8	11	5	4	6	7	4	----	----	17.6	----	----	----	16.2	----
17.												33				15				23.2				21.5
12.				60.								47				5				----				----
12.								13.0				29				36				24.1				24.7
								13.8																
10.												48				27				24.3				22.3
12.				54.				14.4				37				19				17.6				16.9
12.				36.								15				10				19.5				17.1
13.				42.				18.4				11				13				24.6				21.8
24.	ALL	75.	13.						4	4	6				2		----	----	14.9					
11.												38				26				20.7				18.8
21.	84.	67.	12.						16	41	16	1	3	7	10	4	----	24.8	20.4		----	22.7	19.9	----
20.	86.	67.	18.						11	6	6	2	3	3	11	2	----	----	18.9		----	----	17.0	
24.	ALL	ALL	91.	17.	15.2	15.5	16.2	18.1	21	53	49	33	11	20	30	32	30.9	26.0	23.1	19.7	31.4	25.8	22.5	19.6
					11.2	12.9	13.7	-----																
21.	ALL	78.	39.	22.	16.1	16.8	16.0	16.2	119	62	44	23	14	15	26	13	31.1	24.9	21.6	18.6	30.1	25.1	19.9	17.5
12.								21.1				87				32				27.0				26.1
12.								13.9				68				107				24.9				22.5
11.				41.				9.9				113				75				19.8				19.3
25.	71.								7								32.4							
12.												12				13				23.6				23.8
18.				69.								30				32				22.5				19.9
16.												52				38				20.5				21.9
17.	67.	33.			10.3	-----	-----	10.3	6	2	1	1		1	1	3	19.3							----
16.	86.	56.	25.		11.3	11.6	13.5	15.0	27	17	13	6	2	9	11	10	22.8	19.7	17.5	15.9		18.7	16.1	13.4
22.				57.				19.8				61				31				20.1				18.5
10.				68.								20				11				16.6				17.4
22.	24.	6.							15	22	9	9	6	11	17	8	----	23.3	19.9	17.8	----	21.7	20.4	18.2
13.				50.				15.2				137				129				19.7				19.6
18.				62.								15				21				21.2				21.2
10.	13.	5.							20	12	20	5	3	7	7	6	----	17.5	16.0	----	----	16.2	15.6	----
17.	82.	27.			8.2	9.3	-----	-----	4	3	3	2	7	8	3	3	----	----	----		----	----	----	----
12	94.	68.	24.						9	5	7		7	15	18	7	23.9	----	16.9		26.1	----	16.8	14.0
9.												6				3				----				----
10.	22.				-----	-----	10.0	5.0	5	11	5	6	4	4	1	5	----	----	----	----	----	----		----
13.												80				58				22.2				21.5
23.	94.	89.	49.	21.	13.4	16.3	17.1	17.4	86	65	62	79	8	11	33	71	31.3	25.8	21.4	17.3	28.5	24.6	21.4	15.9
20.	ALL	67.	29.		13.7	17.2	19.4	-----	6	7	6	1		2	1	1	28.7	25.2	22.0					
22.												86				25				26.7				24.5
14.	71.	58.	15.						7	18	18	7			2	3	----	17.6	15.9	14.5				
19.				53.								10				7				17.4				16.1
14.	ALL	83.	25.	20.					10	17	4	3	1	7	8	2	20.0	18.0	----	----		18.2	----	
18.				59.				16.8				69				65				22.0				19.9
16.	95.	73.	11.						17	11	17		3		10	2	----	19.2	16.4		----		15.5	
5.								17.4				57				28				22.4				20.4
20.	ALL	97.	46.		16.9	17.8	18.3	18.8	30	28	34	6	2	3	14	15	31.5	----	23.1	21.1		----	16.6	12.4
12.								13.0				59				25				26.9				25.1
17.												30				7				21.0				17.3
15.				49.								80				66				22.3				22.2
								13.8																
20.	97.	84.	30.	80.	17.7	19.7	21.7	18.1	224	155	130	11	18	17	62	9	32.7	26.8	22.8	18.0	31.9	25.5	22.1	20.0
---									1	5	3	2						----						
19.	81.	33.	5.						20	28	17	14	7	8	20	17	----	25.2	23.8	20.6	----	23.3	22.3	20.1
12.	71.	59.	27.		7.6	7.9	10.0	10.4	10	7	11	3	4	10	11	17	----	19.9	18.2	----	----	19.6	16.5	----
22.	93.	95.	81.	39.					36	66	83	29	8	11	36	33	32.0	25.5	21.0	18.2	31.7	24.6	20.2	17.1
18.				90.								14				16				19.4				14.4
20.				60.				18.0				50				30				18.2				18.6
15.	83.	ALL	40.		6.4	-----	-----	9.4	4	2	3	5	2	1	2	7	----		----	----				----
21.	50.	40.	42.	9.					5	33	58	30	1	10	26	27	----	25.3	22.3	19.9		23.9	20.7	18.9
12.				38.								17				9				16.6				16.8
15.	98.	86.			12.1	11.7	15.4	12.5	166	56	49	12	9	17	13	2	38.6	28.4	23.1	----	36.0	26.6	21.0	----
12.								14.2				100				54				26.1				25.5
12.	81.	24.			9.0	9.0	9.1	9.0	15	12	14	7	1	5	7	4	25.4	----	16.8	----		----	16.2	----
12.	73.	36.			10.0	15.0	11.3	-----	40	30	26		1	[illegible]	6	4	----	21.8	17.6		----	18.1	17.8	----
18.	ALL	ALL	57.	18.					4	8	29	72	2	21	32	32	----	24.5	20.6	18.0	----	24.4	21.3	16.5
18.	97.	93.	44.	ALL	18.0	14.8	11.4	-----	103	95	45	1	16	24	17	2	30.8	26.3	22.7	----	30.9	26.0	21.9	----
21.	99.	99.	82.	8.					83	97	76	73	31	54	52	36	27.5	24.6	22.0	15.0	28.3	24.6	21.1	17.4
13.				10.								132				96				24.5				24.9
18.	ALL			50.					6	1	3	2			3	4	----		----					----
24.	ALL	ALL	64.	8.					13	10	18	15	4	5	15	22	----	----	20.1	18.5	----	----	21.3	17.8
12.	93.								14	3	1			1	1		39.8	----						

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	(2) AO	(2) AI	(2) IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	(3) AO	(3) AI	(3) IN	(3) AR	(4) RATING OF AVERAGE COMP. PR	(4) AO	(4) AI	(4) IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	(5) AO	(5) AI	(5) IN	(5) AR
TEXAS (CONTD)																				
SOUTHERN BIBLE COLLEGE		IIB							----		----							----		----
SOUTHERN METH UNIVERSITY		I	3	3	3	5	36.6	26.7	21.5	15.3	28.2	3	4	4	5	41.9	30.7	24.2	17.0	32.2
SOUTHWEST TEX JR COLLEGE		IV				2				21.0	21.0				3				23.5	23.5
STHWST TEX ST UNIVERSITY	43	IIA	2	1	2	2	31.5	27.3	21.3	16.8	23.9	2	1	2	2	37.6	32.5	25.7	20.5	28.7
SOUTHWESTERN ASSEMB GOD C		III			5	5			16.0	13.5	14.6			5	5			18.2	15.2	16.6
STHWSTN CHRISTIAN COLLEGE		III				5			----	12.1	12.8				5			----	13.1	13.8
SOUTHWESTERN UNIVERSITY		IIB	2	2	3		25.8	21.3	17.6	----	21.6	2	2	3		30.7	25.4	21.0	----	25.7
STEPHEN F AUSTIN STATE U	43	IIA	2	2	2	2	30.6	25.3	21.3	17.0	24.4	2	2	2	2	37.0	30.8	26.2	21.2	29.8
SUL ROSS STATE UNIVERSITY	43	IIA	3	2	3	3	28.9	25.1	19.7	16.0	22.2	3	2	3	3	34.8	30.4	24.2	19.9	27.1
TARLETON STATE UNIVERSITY	43	IIA	3	3	2	3	27.8	23.5	20.9	16.6	22.1	3	3	2	2	33.7	28.7	25.7	20.8	27.1
TEMPLE JUNIOR COLLEGE	1	IV				3				19.6	19.6				3				23.2	23.2
TEXARKANA CMTY COLLEGE		III	5	3	4	3	22.0	21.8	17.1	15.9	18.8	4	3	3	2	27.8	27.6	22.2	20.7	24.1
TEXAS A&I UNIVERSITY	43	IIA	3	3	2	2	29.6	23.8	20.4	17.0	24.5	2	3	2	2	35.7	29.0	25.1	21.2	29.8
TEXAS A&M U MAIN CAMPUS	43	I	1	1*	1*	1	40.2	31.5	25.3	19.5	30.8	1	1*	1*	1	47.3	38.0	30.8	24.2	36.9
TEX A&M U AT GALVESTON	43	IIB		2	1*			21.6	21.6		21.1		2	1*			26.6	26.6		26.0
TEXAS CHIROPRACTIC C		IV																		
TEXAS CHRISTIAN U		I	5	5	5	4	30.9	23.1	19.7	16.6	23.5	5	5	5	4	36.7	27.5	22.9	18.8	27.8
TEXAS COLLEGE		IIB		5	5	5	----	16.2	13.1	10.9	13.5		5	5	5	----	17.6	14.2	11.8	14.8
TEXAS COLLEGE OSTEO MED	1	IIA	1*	1*	1*		46.1	34.8	32.8	----	36.1	1*	1*	1*		52.9	40.6	38.3	----	42.0
TEXAS LUTHERAN COLLEGE		IIB	3	3	2		23.3	20.3	18.1	----	19.8	3	3	2		27.8	24.2	21.6	----	23.7
TEXAS SOUTHERN UNIVERSITY	43	I	5	4	5	4	29.5	25.2	20.2	16.2	22.7	5	4	4	3	35.4	30.5	24.7	20.1	27.6
TEXAS SOUTHMOST COLLEGE		IV				2				20.8	20.8				2				24.5	24.5
TEX ST TECH INST WACO CAM		III	4	4	4		23.5	20.3	17.0		19.3	4	4	4		27.8	24.1	20.3		22.9
TEX ST TECH AMARILLO CAM		III	5	4	4		20.2	19.8	16.9		18.0	5	4	4		24.0	23.5	20.1		21.4
TEX ST TECH-HARLINGEN CAM		IV				3				17.9	17.9				3				21.2	21.2
TEXAS TECH UNIVERSITY	43	I	3	3	3	5	34.2	26.8	21.4	15.7	27.2	4	4	4	4	38.7	30.6	24.7	18.4	31.0
TEXAS WESLEYAN COLLEGE		IIB	4	3	1		22.4	21.0	19.8		21.0	4	3	2		24.6	23.2	21.8		23.1
TEXAS WOMAN'S UNIVERSITY	43	I	4	3	3	2	33.2	26.9	21.7	18.5	24.5	4	3	3	2	39.0	32.0	25.9	22.4	29.2
TRINITY UNIVERSITY		IIA	1	1	2	1	33.2	26.8	21.4	20.0	27.2	2	1	2	1	39.1	31.9	25.3	23.5	32.2
TYLER JUNIOR COLLEGE		IV				3				18.6	18.6				3				20.7	20.7
UNIVERSITY OF DALLAS		I	5	5	5		27.2	24.1	19.7	----	22.4	5	5	5		30.5	27.0	21.8	----	25.0
U OF HOUSTON CEN CAMPUS	43	I	2	2	1	1	37.9	27.9	23.2	20.1	29.9	2	2	1	1	44.7	33.7	28.2	24.2	35.7
U HOUSTON CLEAR LAKE CITY	43	IIA	2	1	1	1*	32.6	26.7	22.5	21.7	25.7	2	1	1	1*	38.4	32.0	27.2	26.4	30.8
U OF HOUSTON DOWNTOWN C	43	IIB		2	2	3		22.1	18.6	14.9	18.7		2	2	2		27.0	22.9	18.6	23.0
U HOUSTON VICTORIA CAMPUS	43	IIA		2			----	26.4	----		23.0		1			----	31.9	----		28.0
U OF MARY HARDIN-BAYLOR		IIB	5	4	5		20.0	17.6	14.7	----	16.5	4	4	5		24.4	20.5	16.9	----	19.3
UNIVERSITY OF SNT THOMAS	LFO	IIA	5	5	5	4	21.5	18.4	17.5	15.5	18.9	5	5	5	4	24.7	21.0	19.7	17.3	21.5
U OF TEXAS AT AUSTIN	43	I	2	2	1	3	38.7	27.6	22.9	16.9	30.0	2	2	1	2	45.6	33.4	28.1	21.0	36.0
U OF TEXAS AT ARLINGTON	43	IIA	1	2	2	4	34.2	26.1	20.7	15.7	25.8	1	2	2	3	40.8	31.7	25.5	19.7	31.3
U OF TEXAS AT DALLAS	43	I	2	2	3	3	37.5	27.2	21.6	16.7	27.6	2	2	2	3	44.4	33.0	26.6	20.9	33.3
U OF TEXAS AT EL PASO	43	IIA	2	1	1	1	32.4	27.1	21.8	18.1	25.6	2	1	1	1	38.8	32.8	26.6	22.3	31.0
U OF TEXAS PERMIAN BASIN	43	IIA	3	3	3		30.0	24.1	20.0		24.1	2	3	2		36.2	28.8	24.7		29.1
U OF TEXAS SAN ANTONIO	43	IIA	1	1	2	1	33.2	26.8	20.5	19.7	23.3	2	1	2	1	39.6	32.5	25.1	24.2	28.4
U OF TEXAS AT TYLER	43	IIA	3	4	3		28.5	22.5	19.4	----	23.6	3	3	3		34.4	27.4	23.8	----	28.7
VERNON REG JUNIOR COLLEGE	1	IV				3				18.4	18.4				3				21.0	21.0
VICTORIA COLLEGE		IV				2				23.2	23.2				2				27.5	27.5
WEATHERFORD COLLEGE		IV				3				18.7	18.7				3				21.5	21.5
WEST TEXAS ST UNIVERSITY	43	IIA	3	2	2	2	30.0	25.0	20.7	17.0	23.1	2	2	2	2	35.6	30.2	25.4	21.0	28.0
WESTERN TEXAS COLLEGE		III	3	3	3	2	26.3	22.5	19.2	17.5	21.1	2	2	2	1	33.1	28.2	24.2	22.5	26.6
WHARTON CO JR COLLEGE	1	IV				2				23.2	23.2				2				26.9	26.9
WILEY COLLEGE		IIB	5	5		5	17.6	14.6	----	12.2	14.7	5	5		5	20.4	17.0	----	14.3	17.1
UTAH																				
COLLEGE OF EASTERN UTAH		IV				3				20.0	20.0				2				24.8	24.8
DIXIE COLLEGE		III	3	2	1	4	26.1	23.7	21.1	15.4	21.1	2	1	1	2	32.9	30.2	27.0	20.1	27.0
SNOW COLLEGE		III	4	2	3	3	23.9	23.0	19.1	16.3	20.1	3	2	2	2	30.0	28.9	24.2	20.8	25.4
SOUTHERN UTAH ST COLLEGE		IIB	2	2	2		27.4	21.5	19.1	----	22.2	1	1	1		34.2	27.9	24.3	----	28.2
STEVENS HENAGER COLLEGE		IV				5				8.4	8.4				5				9.5	9.5
UNIVERSITY OF UTAH		I	3	4	4	2	35.1	25.5	20.9	17.8	29.0	3	3	2	1	42.9	31.8	26.3	22.5	35.8
UTAH STATE UNIVERSITY		I	5	5	5	4	31.2	24.4	19.7	15.9	25.4	4	4	4	4	38.4	30.3	24.5	19.6	31.4
UTAH TECH COLLEGE PROVO	44	IV				2				20.6	20.6				2				26.3	26.3
UTAH TECH COLLEGE SALT LK	3	IV				2				20.6	20.6				2				26.0	26.0
WEBER STATE COLLEGE		IIA	3	3	2	3	28.5	23.8	20.4	15.9	23.5	3	2	2	2	35.5	29.9	25.8	20.2	29.5
WESTMINSTER COLLEGE	1	IIB	5	5	5		17.6	13.5	12.8	----	14.1	5	5	5		19.7	15.4	14.4	----	15.9
VERMONT																				
BENNINGTON COLLEGE		IV				3				18.4	18.4				3				21.0	21.0
CASTLETON STATE COLLEGE		IIA																		
CHAMPLAIN COLLEGE		III																		
GREEN MOUNTAIN COLLEGE		IIB	5	4	4		19.9	19.1	16.2	----	17.8	4	3	3		24.8	23.7	20.1	----	22.0
JOHNSON STATE COLLEGE		IIA																		
LYNDON STATE COLLEGE		IIB																		
MIDDLEBURY COLLEGE		IIB	1*	1*	1	1*	33.7	26.2	20.5	18.8	26.0	1	1	1	1	40.2	30.4	23.1	21.0	30.2
SAINT MICHAEL'S COLLEGE	LFO	IIA	4	5	5	5	25.6	20.2	17.0	14.3	20.5	4	4	5	5	31.1	24.6	20.6	16.5	24.8
SOUTHERN VERMONT COLLEGE		IV																		
TRINITY COLLEGE		IIB		4	4		----	17.7	15.4	----	16.4		4	4		----	20.5	17.9	----	19.0
U VT & STATE AGRL COLLEGE		I	4	5	5	4	31.9	24.6	20.0	16.3	25.0	4	4	4	3	38.9	30.4	24.9	20.5	30.9
VIRGINIA																				
AVERETT COLLEGE		IIB																		
BLUE RIDGE CMTY COLLEGE		III		2	2	3	----	23.3	19.8	16.0	20.1		3	3	3	----	26.1	22.2	18.1	22.6
BRIDGEWATER COLLEGE		IIB	4	4	3		22.9	19.1	16.8	----	19.5	3	4	4		27.2	22.7	19.2	----	22.9
CENTRAL VA CMTY COLLEGE		III		2	3	2	----	23.0	19.4	17.7	20.8		3	3	2	----	25.7	21.8	19.9	23.3
C OF WILLIAM AND MARY		I	5	4	5	5	31.3	25.5	19.8	15.5	26.8	5	5	5	5	35.4	29.1	22.7	18.0	30.5
CHRISTOPHER NEWPORT C		IIB	2	2	1	1	26.6	21.9	20.2	18.0	22.2	2	2	1	1	30.5	25.3	23.2	21.0	25.6
RICHARD BLAND C WM & MARY		III		3	4		----	22.5	17.9	----	20.8		3	4		----	26.6	21.2	----	24.6
DABNEY S LANCASTER CC		III		3	3	4	----	22.3	19.2	15.3	19.0		3	3	4	----	24.9	21.5	17.3	21.4
ESTN MENNONITE C AND SEM		IIA																		
ESTN SHORE CMTY COLLEGE		III		3			----	21.7	----	----	20.2		4			----	24.3	----	----	22.7
EMORY AND HENRY COLLEGE		IIB																		
FERRUM COLLEGE		III																		
GEORGE MASON UNIVERSITY		IIA	2	2	2	1	31.8	25.2	21.2	18.9	24.4	3	3	3	2	35.5	28.3	23.9	21.2	27.4
GERMANNA CMTY COLLEGE		III		3	3		----	21.6	19.3	----	20.0		4	3		----	24.2	21.7	----	22.4
HAMPDEN-SYDNEY COLLEGE		IIB																		
HOLLINS COLLEGE		IIB	1	1	2		30.5	24.3	18.5	----	25.1	1	1	2		36.0	28.9	21.5	----	29.6
JAMES MADISON UNIVERSITY		IIA	3	3	3	2	28.6	23.7	20.1	16.7	22.7	3	3	3	3	32.9	27.4	23.2	19.4	26.1
J SARGEANT REYNOLDS CC		III	3	4	3	3	24.9	21.4	19.0	16.2	19.8	4	4	4	3	27.8	24.0	21.4	18.3	22.2
JOHN TYLER CMTY COLLEGE		III	4	3	4	4	23.3	22.4	18.0	15.0	19.6	4	3	4	4	26.0	25.0	20.3	17.0	22.0
LIBERTY BAPTIST COLLEGE		IIB	4	3	2	2	22.6	20.4	18.3	15.9	19.7	4	3	2	2	26.3	23.6	21.1	18.4	22.8
LONGWOOD COLLEGE		IIB																		
LORD FAIRFAX CMTY COLLEGE		III		4	4		----	21.2	18.1	----	19.3		4	4		----	23.7	20.3	----	21.7
MARY BALDWIN COLLEGE		IIB	3	3	3	3	23.2	19.9	16.8	15.2	19.2	4	3	4	3	26.5	23.1	19.2	16.9	21.9
MARY WASHINGTON COLLEGE		IIB																		
MTN EMPIRE CMTY COLLEGE		III		4	3	3	----	20.4	18.8	16.2	18.2		5	4	3	----	22.8	21.1	18.3	20.5
NEW RIVER CMTY COLLEGE		III	3	3	3	3	24.8	22.5	19.0	15.5	19.5	4	3	4	4	27.6	25.1	21.3	17.5	21.9
NORFOLK STATE UNIVERSITY		IIA	3	3	4	4	27.9	23.2	19.1	15.7	22.4	4	4	4	4	31.2	26.7	22.2	18.3	25.6
NORTHERN VA CMTY COLLEGE		III	3	2	2	2	26.3	23.2	19.7	16.5	20.9	3	3	3	3	29.3	25.9	22.1	18.6	23.4

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
---					-----	-----	-----		1	2	3								----					
14.	99.	85.	19.		11.3	12.4	11.8	18.5	149	105	85	10	13	21	41	14	36.7	27.3	22.5	15.3	35.3	23.8	19.6	15.3
12.				49.								33				17				21.1				20.8
20.	93.	81.	31.	3.	19.6	22.0	22.8	22.1	87	102	107	53	12	21	46	47	31.6	27.6	21.5	16.8	30.8	25.6	20.9	16.7
13.					-----	-----	17.2	-----	1	1	6	3		1	1	4			16.0	----				----
8.		ALL	60.	11.						2	4	6			1	3			----	----				----
19.	90.	59.	50.		11.6	9.8	8.6	-----	19	11	14	3	1	6	2	1	25.8	21.4	17.6	----		21.2		
22.	97.	97.	63.	18.	17.0	17.3	17.4	17.0	102	91	72	27	8	19	27	35	30.6	25.4	21.2	17.6	31.1	25.0	21.4	16.6
22.	82.	53.	29.		15.6	15.4	16.2	16.6	16	17	25	7	1	2	6	5	28.9	25.1	----	----			----	----
23.	ALL	ALL	53.	10.	18.9	20.2	21.0	18.7	23	19	42	7	3	3	15	13	----	----	21.0	17.1	----	----	20.6	16.4
18.				64.								38				34				19.8				19.4
28.	97.	92.	65.	68.	14.3	13.8	12.2	15.0	26	9	11	27	9	3	15	10	21.2	----	17.2	14.9	24.1	----	17.1	18.7
21.	97.	98.	39.	43.	16.9	17.8	17.9	17.4	67	48	31	10	2	14	15	4	29.6	23.9	21.0	----		23.5	19.3	----
20.	92.	70.	6.		11.8	12.7	12.7	13.5	430	391	427	22	6	20	58	4	----	31.7	25.5	----	----	28.5	23.4	----
23.	50.	71.	10.			8.7	10.5		4	13	20	2		1		2		21.6	21.6					
					16.7	-----	-----	19.4																
18.	92.	92.	25.	25.	11.9	12.6	14.3	14.2	68	76	56	6	8	24	55	6	31.2	23.5	20.5	16.7	28.1	21.8	18.8	16.5
10.	80.	29.	13.	14.	-----	-----	-----	5.7	3	4	6	6	4	3	4	8	----	----	----	11.0	----	----	----	10.8
16.	13.	7.							21	37	31	4	2	5	2	2	46.1	----	32.8	----		----		
19.	ALL	ALL	29.		8.5	8.5	8.5	-----	12	15	19	4	1	4	5	1	23.3	----	----	----		----	----	
22.	93.	69.	52.	14.	16.0	15.0	14.0	13.0	62	59	68	28	11	22	57	29	29.9	25.7	20.7	16.6	27.3	23.8	19.6	15.7
18.				46.								79				46				21.3				19.8
19.									46	76	110		3	5	19		----	----	17.3		----	----	15.4	
19.								14.5	11	14	35		1	2	11		20.2	19.8	17.4				15.1	
18.								14.3				80				18				18.2				16.6
14.	99.	91.	14.						273	238	155	13	14	28	62	8	34.5	26.9	21.9	16.6	28.6	26.5	20.2	14.1
10.	91.	72.	37.		16.4	16.1	16.9	-----	19	20	20	2	3	9	7	2	----	21.1	20.3		----	20.9	18.1	
19.	89.	54.	25.	3.	17.3	17.7	19.0	17.6	40	50	33	3	26	59	102	35	33.4	28.1	21.6	----	32.9	26.0	21.7	----
19.	ALL	92.	21.	31.	14.1	12.7	15.6	12.5	58	70	33	7	7	8	15	6	33.7	27.0	22.3	20.7	29.0	25.1	19.3	19.2
12.												95				115				21.7				15.9
12.	93.	76.	10.		11.2	11.4	11.8	-----	12	29	32	2	2	4	7		----	----	19.6	----	----	----	19.7	
20.	94.	83.	11.	21.					301	289	193	12	21	37	72	7	38.0	28.3	23.6	20.4	36.8	24.7	22.1	19.5
20.	ALL	91.			10.3	11.4	11.4	11.5	19	57	30	8	4	19	19	12	----	27.0	23.1	21.5	----	25.7	21.4	21.9
23.	ALL	69.	56.						3	28	23	6	1	14	11	20		23.0	18.[illegible]	----		20.3	18.5	----
22.	ALL	91.			-----	13.2	16.1	-----	3	8	2			3	5		----	26.4					----	
17.	93.	69.			9.4	6.5	8.9	-----	9	9	5	3	6	4	18	3	----	----	----		----	----	----	----
14.	76.	53.	37.		10.6	9.8	16.3	13.1	18	25	13	1	11	9	14	6	20.3	18.3	16.8		23.4	18.7	18.1	15.5
20.	99.	ALL	5.		18.3	20.0	21.5	18.6	683	383	387	30	46	82	163	25	38.9	27.8	23.3	16.9	36.2	26.7	22.1	16.8
21.	99.	96.	25.		16.1	16.3	17.4	21.4	141	192	126	8	9	23	57	12	34.6	26.1	20.6	15.7	29.1	25.8	20.9	15.7
21.	96.	97.			16.2	19.2	16.7	-----	52	66	42	6	1	8	23	3	37.5	27.3	22.4	----		26.5	20.2	----
21.	ALL	95.	56.						103	100	89	6	5	21	62	7	----	27.1	21.9	18.2	----	27.1	21.6	18.1
21.	86.	78.	5.	50.	13.8	16.6	17.6	-----	13	20	12	1	1	3	7	1	30.0	----	20.0			----	19.9	
22.	ALL	95.			21.1	23.6	21.7	-----	40	49	76	7	5	14	30	2	----	26.7	21.0	19.7	----	27.2	19.3	
22.	83.	67.	15.		11.5	11.5	12.2	-----	21	21	12	1	3	3	8	3	----	----	19.8		----	----	18.7	----
14.												20				28				19.5				17.7
19.				66.								41				24				24.3				21.3
15.				20.								23				18				18.9				18.5
21.	92.	90.	50.	20.					50	42	51	17	1	8	29	24	30.0	25.1	20.9	17.1		24.4	20.5	17.0
27.									7	9	7	7		2	5	4	26.3	22.5	----	----			----	----
16.								16.7				60				37				24.1				21.8
17.	70.	67.	20.	10.	3.5	2.2	-----	4.6	8	5	1	5	2	4	4	5	17.6	----		----		----	----	----
24.				42.								31				12				21.3				16.5
28.	ALL	75.	55.	9.					5	10	29	7	1	2	2	4	----	----	----	----	----	----	----	----
27.	ALL	92.	7.		6.5	6.9	9.4	10.4	6	12	12	6			2	5	23.9	23.0	----	----			----	----
27.	67.	5[illegible].	14.		5.2	5.6	5.4	6.1	24	36	20	4		2	8	2	27.4	21.5	19.6	----			17.9	
12.												5				14				----				----
23.	94.	61.	6.		7.1	7.2	7.4	6.3	390	180	106	15	13	51	57	18	35.2	25.9	21.5	18.3	33.2	24.3	19.8	17.3
24.	ALL	83.	32.		6.0	6.3	7.3	6.9	179	151	61	5	5	14	37	18	----	24.6	20.1	----	----	22.3	19.1	----
28.				81.								101				38				21.1				19.1
26.				76.				8.4				123				47				21.4				18.5
26.	ALL	65.	31.	5.	6.0	7.0	6.9	7.7	104	60	72	17	11	21	37	21	28.6	24.1	20.9	16.6	27.3	23.0	19.5	15.3
13.	93.	55.	4.		1.6	1.6	8.6	-----	10	5	11	1	4	6	15	5	----	----	15.1		----	----	10.8	----
14.				50.				16.1				44				16				19.0				17.0
					12.9	12.2	11.[illegible]	11.1																
					9.8	10.0	10.9	-----																
24.					13.4	15.4	14.1	-----	6	4	7	1	1	4	2	3	----	----	----	----	----	----	----	----
					11.6	12.2	12.1	11.6																
					11.4	11.8	12.7	10.4																
16.	ALL	94.	22.		15.7	18.8	17.5	17.3	40	12	29	12		4	8	3	33.7	----	20.7	----		----	20.0	----
21.	ALL	96.	31.		7.9	8.4	9.0	-----	29	21	25	5	3	7	7	1	----	20.7	17.3	----	----	18.9	15.9	----
								9.9																
16.									1	2	9	1	3	4	8	1	----	----	14.6	----	----	----	16.2	----
23.	ALL	92.	26.		10.2	10.2	10.4	10.2	153	115	75	2	9	39	39	7	32.0	25.0	20.5	----	30.9	23.5	19.0	----
					-----	9.1	11.3	-----																
12.	75.	30.	20.		-----	11.4	11.3	12.5	4	7	15	9		3	5	3	----	----	----	----		----	----	----
17.	ALL	ALL	72.		9.1	8.6	8.7	-----	21	9	11	2	1		7	1	----	19.1	17.2	----	----		16.1	----
12.	20.	48.	6.		-----	10.7	11.4	11.7	4	19	24	5	1	6	10	4	----	23.0	19.5	----	----	23.1	19.1	----
14.	97.	81.	5.		7.4	9.5	10.7	-----	137	122	43	4	12	17	12	5	31.5	25.7	19.6	----	28.7	23.8	20.3	----
15.	96.	91.	46.		9.6	8.8	9.1	9.5	20	39	18	7	6	7	10	2	26.6	22.0	20.6	----	26.5	21.1	19.4	----
18.	ALL	ALL	86.		-----	10.4	9.6	-----	5	7	6			6	5	2	----	22.8	----			22.1	----	----
12.	50.	67.			-----	11.1	4.5	14.0	2	9	4	4			5	7	----	22.3	----	----			----	----
					15.4	15.3	12.7	16.4																
12.		17.			-----	-----	-----	-----	1	5	2	2		1	1	1	----	----	----	----		----	----	----
					8.0	8.1	11.0	-----																
					-----	12.7	14.4	11.2																
12.	86.	79.	5.		12.8	14.0	11.6	20.9	63	102	119	5	15	43	79	8	32.9	25.3	21.6	----	27.3	25.0	20.7	----
12.				25.	-----	10.7	10.9	-----	3	4	8	1		2	5	3	----	----	----	----		----	----	----
					9.1	12.2	12.0	-----																
18.	ALL	ALL			10.4	11.1	15.3	-----	16	22	6	1	6	5	8		31.2	----	18.2	----	28.8	----	18.7	
15.	97.	74.	31.	3.	10.4	10.0	11.5	9.8	77	111	101	28	17	32	43	30	28.7	24.0	20.5	17.1	28.1	22.7	19.2	16.3
12.	15.		3.		11.4	12.1	12.6	10.6	13	23	31	12		28	34	14	24.9	21.5	19.5	16.0		21.4	18.6	16.3
12.	33.	65.	6.	11.	11.2	11.1	11.1	11.1	5	22	12	5	1	4	22	4	----	----	18.2	----	----	----	17.9	----
16.									38	30	39	12	5	5	22	7	----	----	18.3	15.7	----	----	18.3	16.3
					13.3	13.8	13.2	14.0																
12.			7.		-----	12.8	12.0	-----	3	8	10	2		2	4	3	----	----	----	----		----	----	----
14.	95.	75.	27.		9.4	12.3	10.8	11.9	13	4	5	6	6	4	10	6	23.9	----	----	14.6	21.7	----	----	15.7
					11.9	13.1	14.8	-----																
13.					-----	13.3	15.1	15.0		6	10	8	1		4	5		20.4	----	----	----		----	----
12.	70.	55.	16.		11.5	11.7	11.4	12.4	7	7	11	7	3	4	8	11	----	----	18.2	15.3	----	----	20.1	15.5
14.	ALL	70.	63.						55	43	43	12	34	23	50	25	28.3	23.3	20.6	17.2	27.2	23.0	17.8	14.9
12.	22.	25.	11.		11.5	10.9	12.0	13.1	39	81	90	39	24	60	77	67	26.6	23.3	19.9	16.8	25.7	23.1	19.5	16.3

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
VIRGINIA (CONTD)																				
OLD DOMINION UNIVERSITY		IIA	1	2	2	3	33.9	25.4	20.9	15.9	24.9	2	3	3	4	38.4	29.3	24.2	18.4	28.6
PATRICK HENRY CC		III		4	4	4	----	21.5	18.5	14.6	18.6		4	4	4	----	24.1	20.8	16.6	20.9
PAUL D CAMP CMTY COLLEGE		III		3	4	3	----	22.0	18.6	15.9	19.0		4	4	4	----	24.6	20.9	18.0	21.3
PIEDMONT VA CMTY COLLEGE		III		4	3	1*	----	20.7	18.7	21.9	20.1		4	4	1*	----	23.2	21.1	24.8	22.6
PRESB SCH OF CHRISTIAN ED		IIA					----	----	----	----	16.4					----	----	----	----	19.8
RANDOLPH-MACON COLLEGE		IIB	2	2	3		25.7	21.4	17.4	----	20.7	3	3	3		29.3	24.5	19.9	----	23.7
RANDOLPH-MACON WOMAN'S C		IIB	2	2	2		26.4	21.1	17.8	----	21.8	2	2	2		32.6	25.3	21.7	----	26.6
RAPPAHANNOCK CMTY COLLEGE		III		3	4	4	----	21.9	18.3	15.3	18.7		4	4	4	----	24.5	20.6	17.3	21.1
ROANOKE COLLEGE		IIB																		
SAINT PAUL'S COLLEGE		IIB																		
SHENANDOAH C-CONSV MUSIC		IIB		5	4	5	----	16.8	15.5	11.7	15.4		5	5	5	----	18.8	17.4	13.3	17.3
SOUTHERN SEM JR COLLEGE		IV																		
SOUTHSIDE VA CMTY COLLEGE		III		4	4	3	----	20.7	18.3	15.7	18.6		4	4	4	----	23.2	20.6	17.8	20.9
SOUTHWEST VA CMTY COLLEGE		III		4	2	2	----	21.6	19.7	16.5	19.2		4	3	3	----	24.1	22.1	18.6	21.6
SWEET BRIAR COLLEGE		IIB	2	2	3		27.6	21.6	17.7	----	22.4	1	2	2		34.2	26.3	21.1	----	27.3
THOMAS NELSN CMTY COLLEGE		III	3	3	3	3	25.0	22.0	18.7	15.7	19.7	4	4	4	4	27.8	24.6	21.0	17.7	22.1
TIDEWATER CMTY COLLEGE		III	3	4	4	3	25.2	21.5	18.5	16.3	19.5	3	4	4	3	28.2	24.1	20.8	18.9	22.0
UNIVERSITY OF RICHMOND		IIA	1	2	4	5	33.4	25.8	18.9	14.4	24.9	2	2	4	5	38.8	30.2	21.8	16.3	28.9
U OF VIRGINIA MAIN CAMPUS		I	1	1	3	5	41.8	28.8	21.1	15.6	30.5	1	1	3	5	49.4	34.5	25.3	18.3	36.2
U VA CLINCH VLY COLLEGE		IIB	3	4	4		23.8	18.7	16.3		19.4	3	4	4		27.7	21.5	19.1		22.6
VIRGINIA COMMONWEALTH U		I	4	3	2	3	32.3	26.6	22.2	17.1	25.2	5	4	3	3	36.7	30.5	25.5	19.8	28.9
VA HIGHLANDS CMTY COLLEGE		III		3	3	3	----	22.2	19.1	15.7	19.6		3	4	4	----	24.9	21.5	17.8	22.0
VIRGINIA MILITARY INST		IIB	2	2	1	2	27.1	22.5	20.4	15.9	23.8	2	2	1	2	31.6	26.0	24.3	18.3	27.9
VA POLY INST AND STATE U		I	2	1	2	3	38.7	28.6	22.6	16.9	28.2	2	2	3	4	43.2	32.3	25.9	19.4	31.9
VIRGINIA STATE UNIV		IIA	4	3	3	2	26.6	23.0	19.3	16.8	21.2	4	4	4	3	30.3	26.3	22.2	19.3	24.2
VIRGINIA UNION UNIVERSITY		IIA																		
VIRGINIA WESLEYAN COLLEGE		IIB	3	2	2		24.8	21.8	18.5	----	20.5	3	2	2		29.5	25.9	22.0	----	24.4
VA WESTERN CMTY COLLEGE		III	3	3	3	3	25.5	22.5	19.4	16.2	20.4	3	3	3	3	28.5	25.2	21.7	18.3	22.8
WASHINGTON AND LEE U	45	IIB	1	1	1		31.7	23.4	20.1	----	26.8	1	1	1		38.4	28.3	23.8	----	32.3
WYTHEVILLE CMTY COLLEGE		III	3	3	4	4	24.5	22.2	18.4	14.9	19.6	4	3	4	4	27.4	24.9	20.7	16.8	22.0
WASHINGTON																				
BELLEVUE CMTY COLLEGE		IV				1				25.0	25.0				1				30.7	30.7
BIG BEND CMTY COLLEGE		IV				1				24.4	24.4				1				29.7	29.7
CENTRAL WASH UNIVERSITY		IIA	2	2	1		30.3	25.0	21.8	----	26.8	2	2	1		36.7	30.6	26.4	----	32.6
CENTRALIA COLLEGE	1	IV				1				23.9	23.9				1				29.5	29.5
CITY COLLEGE		IIA								----	----								----	----
CLARK COLLEGE		IV				2				23.3	23.3				2				27.7	27.7
COLUMBIA BASIN CC		IV				2				23.2	23.2				2				28.7	28.7
CORNISH INSTITUTE		IV				5				11.5	11.5				5				12.9	12.9
EASTERN WASH UNIVERSITY		IIA	3	2	2		29.1	25.2	21.3	----	26.4	3	2	2		35.3	30.5	26.0	----	32.0
EDMONDS COMMUNITY COLLEGE		IV				1				23.9	23.9				1				29.1	29.1
EVERETT CMTY COLLEGE		IV				1				24.6	24.6				1				28.9	28.9
EVERGREEN STATE COLLEGE		IV				1				26.4	26.4				1				32.1	32.1
FORT STEILACOOM CC		IV				2				22.3	22.3				2				26.9	26.9
FORT WRIGHT C HOLY NAMES	LFO	IIA																		
GONZAGA UNIVERSITY		IIA	2	3	3	4	31.2	23.8	19.4	15.8	23.3	2	3	3	4	36.9	28.4	23.4	18.4	27.9
GRAYS HARBOR COLLEGE		IV				1				25.2	25.2				1				31.5	31.5
GREEN RIVER CMTY COLLEGE		IV				1				26.3	26.3				1				32.3	32.3
HIGHLINE CMTY COLLEGE		IV				1				24.0	24.0				1				29.4	29.4
LOWER COLUMBIA COLLEGE		IV				2				22.3	22.3				2				27.3	27.3
LUTH BIBLE INST SEATTLE		IIB				1*				22.0	22.0				1*				27.2	27.2
NORTH SEATTLE CC		IV				1				24.6	24.6				1				30.0	30.0
NTHWST C ASSEMBLIES GOD		IIB		5				16.3	----		17.3		5				20.2	----		21.2
OLYMPIA TECH CMTY COLLEGE		IV				2				22.9	22.9				2				28.2	28.2
OLYMPIC COLLEGE		IV				1				25.0	25.0				1				30.8	30.8
PACIFIC LUTH UNIVERSITY	1	IIA	3	4	4	2	28.6	22.9	19.0	17.1	22.4	3	3	3	2	34.0	27.6	22.6	20.3	26.8
PENINSULA COLLEGE		IV				1				24.9	24.9				1				30.0	30.0
PUGET SOUND C OF BIBLE		IIB					----				----					----				----
SAINT MARTIN'S COLLEGE		IIB		4	4			19.1	15.7		16.6		4	5			21.2	17.5		18.5
SEATTLE CC CENTRAL CAMPUS		IV				1				25.0	25.0				1				30.0	30.0
SEATTLE CC SOUTH CAMPUS		IV				1				23.9	23.9				1				29.2	29.2
SEATTLE PACIFIC U		IIA	3	3	3	2	27.7	23.0	20.2	16.7	22.6	3	3	3	3	33.0	27.3	23.8	19.6	26.8
SEATTLE UNIVERSITY	LFO	IIA	4	3	3	2	27.5	23.1	19.3	17.7	22.5	3	3	3	2	33.5	27.8	23.2	21.3	27.2
SHORELINE CMTY COLLEGE		III	4			1	24.1			19.6	23.8	3			1	29.5			23.8	29.1
SKAGIT VALLEY COLLEGE		IV				2				23.5	23.5				1				29.0	29.0
SPOKANE COMMUNITY COLLEGE		IV																		
SPOKANE FLS CMTY COLLEGE		IV																		
TACOMA COMMUNITY COLLEGE		IV				1				27.5	27.5				1				33.8	33.8
UNIVERSITY OF PUGET SOUND	46	IIA	3	3	4		28.1	23.3	19.2		23.8	3	3	3		34.8	29.3	24.3		29.8
UNIVERSITY OF WASHINGTON		I	2	3	2	1	37.8	26.7	22.2	19.5	30.8	2	3	2	2	44.2	32.1	26.3	22.3	36.3
WALLA WALLA CMTY COLLEGE		IV				2				20.3	20.3				2				24.5	24.5
WASHINGTON ST UNIVERSITY		I	4	4	3	4	33.0	25.4	21.7	16.4	27.0	4	4	3	3	39.4	30.5	25.3	20.3	32.2
WENATCHEE VALLEY COLLEGE		IV				2				22.8	22.8				2				28.2	28.2
WESTERN WASH UNIVERSITY		IIA	2	2	3		30.1	25.1	20.4		26.3	2	2	2		36.5	30.5	24.5		31.9
WHATCOM CMTY COLLEGE		IV				2				22.0	22.0				2				26.9	26.9
WHITMAN COLLEGE		IIB	1	1	1		31.8	24.8	19.5	----	25.3	1	1	2		38.3	29.9	22.9	----	30.3
WHITWORTH COLLEGE		IIA	4	4	4		26.2	21.8	17.9	----	22.0	4	4	4		30.5	25.6	20.9	----	25.7
YAKIMA VALLEY CC		IV				1				24.4	24.4				1				30.4	30.4
WEST VIRGINIA																				
ALDERSON BROADDUS COLLEGE		IIB		4	4	4	----	18.2	15.7	13.8	16.4		4	4	4	----	21.4	18.5	16.3	19.4
APPALACHIAN BIBLE COLLEGE		IV							----		----							----		----
BECKLEY COLLEGE		IV	1*				16.4				16.4	1*				19.4				19.4
BETHANY COLLEGE		IIB	3	3	3		25.5	21.1	17.1	----	20.0	2	2	3		31.3	25.8	20.4	----	24.2
BLUEFIELD STATE COLLEGE		IIB	3	3	2	3	23.4	20.8	18.5	15.2	18.9	3	3	2	2	28.0	24.6	22.3	18.2	22.6
CONCORD COLLEGE		IIB	2	3	2		25.7	21.1	17.9	----	21.5	2	2	2		30.6	25.1	21.4	----	25.6
DAVIS AND ELKINS COLLEGE		IIB	5	5	5	4	19.8	17.3	15.2	13.2	16.5	4	4	4	4	24.1	21.2	18.8	16.2	20.3
FAIRMONT STATE COLLEGE		IIB	2	3	2	1	25.9	20.3	18.7	16.8	21.4	2	3	2	1	30.4	24.1	22.3	20.1	25.4
GLENVILLE STATE COLLEGE		IIB	3	2	2	2	24.2	21.5	18.9	16.0	19.6	3	2	2	2	28.8	25.6	22.5	19.1	23.4
MARSHALL UNIVERSITY		IIA	4	3	3	4	27.4	23.2	19.6	15.0	22.2	4	3	3	4	31.9	27.4	23.1	17.2	26.0
OHIO VALLEY COLLEGE		III			5			----	14.3	----	13.5			5			----	16.6	----	15.6
PARKERSBURG CMTY COLLEGE		III	4	4	4	3	23.1	20.2	17.8	15.9	18.8	4	4	4	3	27.3	23.7	21.2	19.0	22.2
POTOMAC STATE COLLEGE		III	4	4	4		23.7	19.8	17.6	----	20.1	4	4	4		27.8	23.7	21.1	----	23.9
SALEM COLLEGE MAIN CAMPUS		IIB		4	5	4	----	18.2	15.2	13.2	15.3		4	5	5	----	20.7	17.0	14.6	17.2
SHEPHERD COLLEGE		IIB	2	2	1		27.3	23.0	20.2	----	22.4	2	2	1		31.9	27.2	23.9	----	26.7
STHN W VA CC		III			3	4	----	----	18.7	15.3	17.1			4	4	----	----	21.5	17.8	19.8
STHN W VA CC-WILLIAMSON		III																		
WEST LIBERTY ST COLLEGE		IIB	2	2	2	1	25.8	21.7	18.7	16.8	22.1	2	2	2	1	30.2	25.5	22.0	20.0	25.9
W VA COLLEGE GRAD STUDIES		IIA	2	2	3		31.1	25.[illegible]	20.2	----	25.8	2	2	3		36.3	30.2	24.0	----	30.3
WEST VA INST TECHNOLOGY	1	IIB	2	2	1	1	27.2	22.7	20.1	16.8	21.7	2	2	1	1	32.3	27.3	24.8	20.1	26.0
WEST VIRGINIA NORTHERN CC	1	III		5	4	4	----	18.7	16.9	14.4	17.1		5	4	4	----	22.9	20.5	17.3	20.8
W VA SCH OSTEOPATHIC MED		IIA		1*	2		----	41.8	21.4		35.9		1*	2		----	50.2	25.6		43.0
W VA STATE COLLEGE		IIB	2	2	2	2	25.9	22.0	18.7	15.9	21.4	3	2	2	2	29.9	25.7	22.2	18.7	25.0
WEST VIRGINIA UNIVERSITY		I	4	4	4	4	32.2	25.5	20.8	15.9	25.0	4	4	4	4	37.5	29.8	24.4	18.[illegible]	29.1
WEST VA WESLEYAN COLLEGE		IIB	4	4	3	3	22.0	19.0	17.0	14.3	18.8	3	3	3	3	26.9	23.3	20.8	17.5	23.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
15.	94.	81.	17.		8.5	9.2	10.0	8.5	121	166	122	27	9	29	53	34	33.6	25.8	21.5	16.7	37.0	23.4	19.6	15.3
12.					-----	11.0	9.8	-----	1	4	6	3	1	3	8	5	----	----	18.5	----	----	----	18.5	----
12.					-----	13.8	11.6	12.5	2	6	10	5		3	4	5	----	----	----	----		----	----	----
12.	33.				-----	13.7	13.4	14.1	2	6	19		1	3	12	10	----	----	19.1		----	----	18.1	15.5
21.	ALL				-----	-----	-----	-----	2	2	1		1			3	----	----	----		----			----
14.	ALL	77.	15.		8.4	9.5	12.8		18	12	20			1	7	1	25.7	----	17.0			----	18.8	----
22.	ALL	77.	18.	33.	17.0	19.0	17.0	-----	19	8	11	1	6	5	11	2	26.9	----	17.7	----	24.7	----	18.0	----
12.					-----	11.1	11.6	11.8	1	7	6	4		2	2	5	----	----	----	----		----	----	----
					13.0	13.1	13.6	-----																
					-----	-----	6.6	18.4																
12.	60.	27.	4.		-----	5.0	5.0	5.0	4	19	14	5	1	7	13	12	----	17.1	15.9	----		15.8	15.2	----
								14.2																
12.					-----	9.8	13.2	13.5	2	5	10	8		6	5	2	----	----	----	----		----	----	----
12.	40.	38.	18.		-----	12.6	10.3	12.8	2	14	10	14	3		7	8	----	21.6	19.7	16.5	----		19.7	16.5
22.	ALL	83.	5.		12.5	12.9	16.1	-----	16	10	11	2	10	8	10	2	27.8	22.0	17.9	----	27.5	21.2	17.4	----
12.	57.	27.	11.		11.5	11.6	12.0	13.0	10	22	43	5	4	8	22	14	----	22.1	19.0	----	----	21.7	18.1	----
13.	19.	10.	1.		11.7	11.8	11.6	11.9	14	56	61	31	7	25	45	27	25.3	21.6	18.5	16.7	25.0	21.2	18.6	15.9
16.	ALL	84.	29.	21.	7.3	8.1	8.8	9.6	58	48	46	11	4	8	17	8	----	26.0	19.7	15.3	----	24.4	16.7	13.2
19.	92.	86.	1.		9.8	10.0	11.4	9.8	311	254	195	5	13	22	83	19	42.0	29.0	21.6	----	37.9	27.2	20.0	----
16.	ALL	75.	62.		10.7	11.1	10.4		12	13	9			3	4		23.8	----	----			----	----	
15.	90.	83.	16.	3.	9.5	9.8	10.5	10.5	129	202	217	21	26	59	107	41	32.8	27.2	23.0	17.8	29.9	24.7	20.5	16.7
12.	67.	33.	9.		-----	10.9	10.1	12.5	1	13	14	3	2	2	9	8	----	----	19.0	----	----	----	19.4	----
17.	96.	53.	37.		12.2	19.2	16.0	-----	47	17	17	7			2		27.1	22.5	----	15.9			----	
13.	93.	89.	10.	6.	9.8	9.8	11.4	13.8	376	384	355	92	15	31	84	58	39.0	28.6	23.0	17.8	32.5	28.2	21.2	15.4
15.	ALL				3.2	4.0	4.4	5.8	36	36	48	23	11	10	35	19	26.9	22.8	19.6	16.8	25.6	23.9	18.8	16.7
					2.3	7.1	5.1	6.2																
19.	ALL	85.							10	10	14	4		3	1	1	24.8	----	----	----		----	----	----
12.	50.	61.	32.	4.	12.7	11.9	12.1	13.3	9	25	23	8	5	8	18	16	----	22.6	19.7	15.6	----	22.1	19.0	16.5
21.	94.	91.	41.		10.6	10.9	11.6	-----	69	31	24	3		1	3	1	31.7	----	----	----		----	----	----
12.	71.	40.	13.		10.8	11.0	11.8	11.2	5	10	11	6	2	5	12	4	----	----	18.3	----	----	----	18.5	----
23.				92.				9.9				53				32				25.6				24.2
22.				74.								37				5				----				----
22.	96.	89.	25.		10.2	11.5	10.8	-----	121	85	37	2	13	15	16		30.5	25.1	22.1	----	28.7	24.2	21.1	
24.				87.				5.7				48				10				23.9				23.9
---												3								----				
19.				85.								78				33				23.9				21.7
24.				71.				11.0				71				29				23.6				22.1
12.												7				2				----				----
21.	96.	80.	43.						157	89	36	2	8	21	17	2	29.1	25.5	21.5	----	28.6	23.8	20.9	----
22.				71.				11.3				64				35				24.0				23.8
17.				94.								83				37				24.5				24.9
22.												79				39				27.1				24.9
21.				94.								59				24				22.5				21.8

19.	86.	58.	7.	25.	7.5	9.6	10.1	-----	28	37	27	4		3	18	4	31.2	----	19.4	----		----	19.2	----
25.				89.								34				11				26.0				22.9
23.				90.								73				26				26.6				25.5
23.				85.				8.7				74				51				24.3				23.5
22.				69.				9.6				51				23				22.7				21.3
24.				ALL								10				4				----				----
22.				89.				11.5				71				34				24.8				24.1
23.	ALL	ALL	57.		-----	9.5	14.8	-----	2	6	5	2			2	1		16.3	----					
23.				83.				5.7				22				20				22.7				23.2
23.				95.								70				24				25.4				23.8
20.	98.	80.	22.		12.4	12.8	13.0	13.3	41	65	44		5	11	33	10	----	23.0	19.8		----	22.0	18.0	17.1
20.				81.				10.2				28				9				25.0				24.5
---	ALL	ALL	ALL	ALL					3	1	1	1					----							
11.	ALL								2	7	16	1			3			19.1	----				----	
20.				81.				6.5				105				67				26.0				23.4
22.				88.				8.8				58				14				24.5				21.5
19.	92.	49.	4.		13.7	12.6	13.6	11.2	23	29	13	3	2	10	15	8	27.7	23.0	21.2	----		23.2	19.3	----
21.	95.	79.	12.		11.6	12.5	13.8	14.8	30	45	32	8	11	16	17	10	28.1	23.4	19.6	19.2	25.7	22.0	18.9	16.6
22.	ALL								78			4	50			4	25.3			----	22.3			----
23.				76.								52				20				24.0				22.2
								9.0																
								9.0																
23.				95.				9.7				56				20				27.9				26.4
25.	98.	75.	7.						44	49	28	1	7	15	13	1	28.3	23.7	19.2		26.8	22.0	19.2	
18.	98.	95.	9.		10.3	10.2	11.4	13.7	729	378	218	5	65	87	90	4	38.1	26.9	22.4	----	34.9	25.8	21.5	----
21.				70.								58				29				20.2				20.5
19.	ALL	89.	16.		7.6	7.8	8.6	9.2	275	207	162		14	34	67	7	33.0	25.3	22.1		32.1	25.8	20.8	16.4
24.				76.								41				12				23.1				22.0
21.	99.	95.	19.						146	173	45		13	24	23		30.1	25.3	20.7		29.9	24.1	19.7	
23.				79.				9.6				10				12				21.8				22.1
20.	ALL	88.	15.		15.7	13.0	10.9	-----	24	32	14	4	2	4	6	4	----	----	19.9	----	----	----	18.6	----
17.	ALL	70.	8.		11.9	12.3	14.2	-----	19	16	7	2	2	5	5	3	----	----	----	----	----	----	----	----
25.				94.				10.5				70				38				24.5				24.2
18.	ALL	73.	53.		-----	8.9	8.6	9.4	5	10	10	6		3	7	8	----	----	15.4	14.5		----	16.0	13.2
---					-----	-----	-----	-----	1	1	3	1		1	1				----					
18.									4		1		6	1	1	2	----				----			
21.	90.	82.	35.		9.7	10.7	10.3	-----	10	18	16	2		4	4	2	25.5	----	----	----		----	----	----
20.	93.	87.	18.		12.5	12.8	12.5	12.0	12	9	18	10	3	6	4	14	----	----	----	16.4	----	----	----	14.5
19.	96.	86.	5.		12.6	12.5	12.5	-----	24	15	16	2	3	7	5	2	----	21.4	----	----	----	20.3	----	----
23.	ALL	77.	12.						9	13	12	4	5		9	6	----	17.3	15.3	----	----		15.0	----
19.	91.	75.	74.	7.	12.5	12.6	12.7	13.3	42	40	17	9	11	12	21	6	25.8	20.5	19.6	17.8	26.3	19.5	18.0	15.3
19.	ALL	82.	52.		12.5	12.5	12.5	12.5	7	15	14	13	2	5	6	5	----	----	19.2	----	----	----	18.2	----
17.	98.	87.	66.	3.	12.2	11.7	12.3	9.4	81	83	72	9	14	21	55	28	27.3	23.5	20.0	15.0	28.0	22.0	19.1	15.0
15.		ALL	44.				11.7	-----			9	4		2	2	2			----	----		----	----	----
18.	ALL	82.	37.		-----	13.4	14.6	14.5	7	20	16	7	1	8	11	9	----	20.5	18.3	18.2	----	19.5	17.2	14.2
19.	ALL	ALL	30.		12.5	12.5	12.5	-----	10	9	8	4	4	1	2	1	----	----	----	----	----	----	----	----
12.	ALL	ALL			14.0	12.6	8.6	8.1	6	9	15	10	1		6	10	----	18.2	15.2	13.6			15.1	12.8
18.	96.	91.	45.		15.1	13.1	12.6	12.5	20	28	25	2	3	4	13	5	----	----	20.5		----	----	19.7	----
16.	ALL	67.	44.		-----	-----	12.0	12.0	1	2	10	9		1	6	13	----	----	18.9	16.0		----	18.3	14.8
					-----	13.3	15.7	11.3																
17.	ALL	89.	56.		12.8	12.9	12.4	13.1	39	40	8	9	4	16	8	7	----	22.1	18.8	16.8	----	20.8	18.5	16.9
18.	69.	38.			12.5	13.4	13.2	-----	11	28	4	2	2	4	6		----	----	----	----	----	----	----	
20.	ALL	72.	29.		16.4	15.2	17.1	17.4	28	42	18	17	2	5	20	10	27.2	----	21.3	17.3		----	19.0	16.0
21.	ALL	94.	38.		13.0	16.5	21.7	15.5	7	7	10	4		6	11	9	----	----	17.1	----		----	16.7	----
20					-----	12.5	12.5		3	15	5		1	3	3		----	----	----		----	----	----	
17.	ALL	93.	43.	21.	12.5	14.7	12.6	12.5	18	28	19	5	13	17	16	9	26.2	22.0	18.7	----	25.4	22.0	18.7	----
17.	96.	73.	19.	2.	13.9	14.1	15.2	17.4	281	239	172	18	17	51	89	44	32.4	26.0	21.6	18.5	28.8	23.2	19.3	14.8
23.	ALL	73.	1[illegible]		9.1	9.6	9.9	-----	22	27	12	4	3	14	14	6	----	19.0	17.6	----	----	19.0	16.4	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
WEST VIRGINIA (CONTD)																				
WHEELING COLLEGE		IIB	3	4	4	3	23.7	19.1	16.4	14.8	17.9	3	4	4	3	27.3	22.2	19.1	17.3	20.9
WISCONSIN																				
ALVERNO COLLEGE	1	IIB		3	4	3	----	20.2	16.5	14.8	17.7		4	4	4	----	22.0	18.4	16.2	19.4
BELOIT COLLEGE		IIB	3	3	3		24.8	20.1	17.5		22.1	2	3	3		30.3	24.6	20.2		26.8
CARDINAL STRITCH COLLEGE	LFO	IIA		5	5		----	17.9	15.1	----	16.7		5	5		----	20.5	16.9	----	18.9
CARROLL COLLEGE		IIB	2	2	1		27.5	22.5	20.5		23.2	2	2	1		33.8	27.2	24.0		27.9
CARTHAGE COLLEGE		IIB	3	3	3	3	25.6	19.8	17.7	14.2	20.9	3	3	3	4	30.0	23.6	20.6	16.1	24.6
CONCORDIA COLLEGE		III		5	5		----	15.1	13.4	----	13.7		5	5		----	17.4	15.3	----	15.9
DISTRICT ONE TECH INST		IV				1				23.8	23.8				1				30.0	30.0
EDGEWOOD COLLEGE		IIB		4				18.0	----		17.4		4				20.5	----		19.7
GATEWAY TECH INST-KENOSHA		IV				1				26.0	26.0				1				33.1	33.1
GATEWAY TECH INST-RACINE		IV				1				26.0	26.0				1				33.9	33.9
HOLY REDEEMER COLLEGE		IV								----	----								----	----
INSTITUTE PAPER CHEMISTRY		IIA	1*	1*	1*		36.6	32.4	25.6	----	30.7	1	1*	1*		43.3	38.7	30.9	----	36.7
LAKELAND COLLEGE		IIB			4	4	----	----	16.0	13.6	16.6			4	4	----	----	18.7	15.5	19.3
LAWRENCE UNIVERSITY		IIB	1	1*	1		31.6	26.0	19.9		26.1	1	1*	1		39.1	32.7	24.0		32.2
MADISON AREA TECH COLLEGE		IV				1				26.0	26.0				1				33.3	33.3
MADISON BUSINESS COLLEGE		IV				5				11.4	11.4				5				13.4	13.4
MARIAN C OF FOND DU LAC		IIB		3	4	4		20.5	16.2	13.6	16.2		3	4	4		23.7	18.3	15.2	18.4
MARQUETTE UNIVERSITY		I	3	2	2	3	35.8	27.8	22.2	17.0	26.4	3	2	2	4	42.3	33.3	26.1	19.5	31.2
MILTON COLLEGE		IIB			5			----	14.8		16.1			5			----	17.6		18.9
MILWAUKEE SCH ENGINEERING		IIA	4	4	3		25.5	21.7	19.7	----	22.8	4	4	4		29.3	24.7	22.1	----	26.0
MORAINE PARK TECH INST		IV				3				20.1	20.1				2				25.7	25.7
MOUNT MARY COLLEGE		IIB		3	4		----	20.7	15.8	----	17.8		3	4		----	23.7	18.1	----	20.6
MOUNT SENARIO COLLEGE		IIB			5		----	----	14.4	----	15.5			5		----	----	16.2	----	17.6
NASHOTAH HOUSE		IIA	5				18.4				18.4	5				23.2				23.2
NICOLET COLLEGE-TECH INST		IV				2				22.5	22.5				2				26.8	26.8
NORTHEAST WIS TECH INST		IV				2				22.2	22.2				2				27.6	27.6
NORTHLAND COLLEGE		IIB	4	5		4	20.5	17.0	----	13.8	17.5	4	5		4	24.4	19.7	----	15.5	20.4
NORTHWESTERN COLLEGE		IIB	5				11.9				11.9	5				17.3				17.3
RIPON COLLEGE		IIB	1	2	2		30.0	22.8	18.2	----	23.7	1	2	2		34.6	26.7	21.5	----	27.6
SACRED HEART SCH THEOLOGY		IIA						----	----		14.8						----	----		17.2
SAINT NORBERT COLLEGE	LFO	IIB	2	1	3		28.1	23.3	17.3	----	22.0	1	1	2		34.9	29.2	21.6	----	27.6
STHWST WIS VOC TECH INST		IV																		
U OF WISCONSIN MADISON		I	3	4	2	1	35.3	25.5	21.9	19.4	30.7	3	3	2	1	42.6	31.3	27.1	24.1	37.3
U OF WISCONSIN MILWAUKEE		I	3	4	3	1	35.7	25.9	21.5	18.8	27.5	3	3	2	1	43.0	31.8	26.6	23.4	33.6
U OF WISCONSIN EAU CLAIRE		IIA	2	3	2	1	31.2	24.6	21.5	18.1	25.5	2	2	1	1	38.2	30.3	26.7	22.6	31.3
U OF WISCONSIN GREEN BAY		IIA	2	3	4		32.4	24.7	18.5		23.7	2	2	3		39.6	30.4	23.0		29.3
U OF WISCONSIN LA CROSSE		IIA	2	2	1*	1*	30.6	25.4	23.7	22.0	24.6	2	2	1*	1*	37.4	31.3	29.3	27.2	30.3
U OF WISCONSIN OSHKOSH		IIA	2	2	1	1	30.8	25.8	22.3	19.2	25.9	2	2	1	1	37.6	31.7	27.5	24.0	31.8
U OF WISCONSIN PARKSIDE		IIA	1	2	3		33.4	25.4	19.8		24.8	1	2	2		40.5	31.3	24.6		30.4
U OF WISCONSIN PLATTEVL		IIA	3	2	1		29.2	25.2	21.9		24.7	2	2	1		35.8	31.0	27.1		30.4
U OF WISCONSIN RIVER FLS		IIA	3	3	3	2	29.8	23.7	20.0	17.9	24.0	2	3	2	1	36.4	29.2	24.9	22.3	29.6
U OF WISCONSIN STEVNS PNT		IIA	3	3	2	1	29.1	23.8	20.8	18.1	24.3	2	3	2	1	35.7	29.4	25.8	22.6	30.0
U OF WISCONSIN STOUT		IIA	3	3	2	1	29.6	24.0	20.6	18.4	22.9	2	2	2	1	36.2	29.6	25.5	23.0	28.3
U OF WISCONSIN SUPERIOR		IIA	2	2	3		31.7	25.0	19.5	----	25.9	2	2	3		38.7	30.8	24.3	----	31.9
U OF WISCONSIN WHITEWATER		IIA	2	2	1	1	30.5	25.1	22.1	19.6	25.5	2	2	1	1	37.3	30.9	27.4	24.3	31.4
U OF WISCONSIN CTR SYS		III	2	2	3	3	27.1	23.0	19.5	15.8	21.5	2	2	2	2	33.4	28.5	24.4	19.9	26.8
VITERBO COLLEGE		IIB		3	3	3	----	20.5	17.3	15.2	17.8		3	4	3	----	23.2	19.1	16.8	19.9
WAUKESHA COUNTY TECH INST		IV				1				25.4	25.4				1				32.0	32.0
WESTERN WIS TECH INST		IV				2				22.0	22.0				2				27.6	27.6
WYOMING																				
CASPER COLLEGE		IV				1				24.1	24.1				1				29.0	29.0
CENTRAL WYOMING COLLEGE		IV				2				22.3	22.3				2				25.8	25.8
EASTERN WYOMING COLLEGE	1	IV				2				21.0	21.0				2				24.9	24.9
LARAMIE CO CMTY COLLEGE		IV				2				23.6	23.6				1				29.0	29.0
NORTHWEST CMTY COLLEGE		III			1	1	----	----	22.7	19.2	22.4			1	1	----	----	27.4	23.0	27.1
SHERIDAN COLLEGE		IV				2				22.6	22.6				2				26.4	26.4
UNIVERSITY OF WYOMING		I	2	3	1	1	37.6	26.7	22.9	19.7	29.3	3	4	2	1	42.9	31.0	26.6	23.0	33.8
WESTERN WYO CMTY COLLEGE		III		1*	1*	1*	----	30.0	26.3	22.1	26.6		1*	1*	1*	----	36.4	31.7	26.6	32.1
PUERTO RICO																				
AMERICAN C PUERTO RICO		IIB			5	5			[illegible]	8.3	8.5			5	5			10.1	9.4	9.6
ANTILLIAN COLLEGE	PNA	IIB																		
BAYAMON CEN UNIVERSITY		IIB				5			----	10.7	10.6				5			----	12.2	12.2
CARIBBEAN U COLLEGE		IV				5				11.3	11.3				5				13.1	13.1
CATHOLIC U PUERTO RICO		IIA	5	5	5	5	17.3	13.8	11.5	9.6	12.1	5	5	5	5	20.8	16.6	13.9	11.6	14.7
CONSERVATORY OF MUSIC PR		IIB		5				9.2			9.2		5				10.7			10.7
PUERTO RICO JR COLLEGE		III		5		5		14.2		10.4	10.8		5		5		17.2		11.8	12.4
SAN JUAN TECHNOLOGICAL CC		IV				5				9.1	9.1				5				11.9	11.9
U OF PR RIO PIEDRAS		I	5	5	5	5	25.5	19.8	16.4	13.4	19.1	5	5	5	5	30.9	24.2	20.1	16.7	23.3
U OF PR MAYAGUEZ		IIA	3	4	4	3	28.9	22.0	18.6	15.9	22.0	3	4	3	3	34.9	26.8	22.8	19.6	26.8
U PR CAYEY UNIVERSITY C		IIB		3	3	5	----	20.3	16.6	12.3	15.6		3	3	4	----	24.6	20.3	15.1	19.0
U PR HUMACAO U COLLEGE		IIB	3	3	4	4	25.3	19.6	15.8	13.4	15.8	2	3	4	4	30.4	23.6	18.9	16.0	18.8
GUAM																				
UNIVERSITY OF GUAM		IIA	3	3	2	1	29.6	24.4	21.5	18.9	23.4	3	3	2	2	34.1	28.1	24.9	21.8	26.9
MICRONESIA																				
CMTY COLLEGE MICRONESIA		IV				5				9.2	9.2				5				9.7	9.7
VIRGIN ISLANDS																				
COLLEGE OF VIRGIN ISLANDS	47	IIA	3	3	2	2	28.2	24.3	21.0	17.6	22.3	2	1	1*	1*	37.4	32.8	29.2	25.4	30.7
AMERICAN SOMOA																				
AMER SAMOA CMTY COLLEGE		IV				5				14.5	14.5				5				15.5	15.5

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	90.	93.	18.		6.9	7.5	6.8	7.1	9	13	16	6	1	1	12	4	----	----	16.6	----	----	----	16.1	----
10.					-----	8.2	8.4	7.7	1	2	8	1	4	14	13	15	----	----	16.8	----	----	----	16.3	----
21.	ALL	89.			8.3	16.7	15.3		36	17	9	1	4	2	5		----	----	----		----	----	----	
13.	ALL	82.	11.		-----	9.5	11.2	-----	2	6	3		4	5	6	6	----	----	----		----	----	----	----
20.	ALL	89.	44.		12.9	13.6	13.3	-----	19	22	20	1	4	5	7	1	----	----	21.0		----	----	18.8	
18.	ALL	82.	60.		12.6	12.9	10.5	10.8	23	28	13	2	3	5	2	4	----	----	----	----	----	----	----	----
16.	ALL	83.							3	6	9	2			4	3	----	15.1	----	----			----	----
26.								9.0				103				44				23.8				23.8
13.	50.	31.			-----	6.3	-----	-----	3	4	2	1	3	9	5			----				----	----	
27.												80				53				26.0				26.1
30.												38				27				26.0				26.0
---								-----	1	2		3			1	1				----				----
20.					8.5	10.4	12.6		10	17	13				1	1	36.6	32.4	----				----	----
16.	ALL	ALL			-----	11.5	12.2	12.5	3	3	13	5			3	4	----	----	----	----			----	----
24.	ALL	97.	25.		9.3	10.2	11.4	-----	32	26	26		4	4	6		----	----	20.2		----	----	18.4	
28.												186				116				26.8				24.5
18.								11.3				4				5				----				----
13.	ALL	83.	7.						2	4	8			4	6	10		----	15.7			----	16.7	13.6
18.	95.	97.	7.	3.	9.8	10.7	11.2	11.8	105	127	169	11	3	28	59	21	----	28.4	22.8	18.4	----	25.1	20.7	16.3
18.	ALL	60.			-----	-----	-----	-----	2	3	5	2		4	2			----	----			----	----	
14.									30	15	14	3	2	8	3		----	----	----	----	----	----	----	
28.								8.8				88				43				20.7				18.8
15.	ALL	ALL	17.		-----	10.0	9.9	-----	1	2	5		1	9	13	2	----	----	----		----	----	----	----
14.	83.	ALL	31.		-----	5.0	5.5	10.8	5	4	11	4	2		4	4	----	----	----	----	----		----	----
26.	ALL				11.3	-----		-----	6	1							18.4							
19.								9.8				33				8				22.7				21.5
25.												119				50				22.5				21.2
17.	ALL	86.	ALL		17.0	12.4	-----	-----	12	12	2	6	1	2		2	----	----	----	----	----	----		----
45.	ALL								20								11.9							
16.	ALL	94.	20.		10.1	12.0	10.3	-----	24	15	16	4		2	4		30.0	----	----	----		----	----	
16.					-----	-----	-----		2	5	4	1	1	1	1			----	----					
25.	ALL	ALL	32.		11.0	11.4	12.6	-----	16	31	15	2		4	7	2	28.1	----	17.0	----		----	17.8	----
								14.6																
21.	ALL	ALL	3.	33.	8.3	9.4	12.3	11.1	828	170	160	4	60	52	82	4	35.6	25.7	22.5	----	31.7	24.9	20.8	----
22.	ALL	ALL	8.	4.	7.6	8.1	9.8	12.3	218	224	105	10	21	49	84	18	35.8	26.1	22.3	20.7	34.1	25.0	20.5	17.7
23.	97.	97.	73.	29.	7.8	8.3	8.4	8.1	111	95	67	8	9	15	40	16	31.4	24.5	21.6	20.0	29.4	24.8	21.5	17.1
23.	ALL	ALL	9.	50.	8.0	8.3	9.0	-----	23	69	20	2	2	7	13	2	32.4	24.7	18.5			24.6	18.4	
23.	98.	80.	63.	ALL	8.8	9.0	10.0	17.0	94	70	53	6	10	14	9	14	30.8	25.3	23.6	21.4	29.3	26.3	24.5	22.2
23.	ALL	89.	72.	43.	8.0	8.2	8.5	8.3	116	110	65	15	19	30	31	22	30.8	26.0	22.5	21.0	30.4	25.0	21.8	18.1
23.	ALL	93.			7.3	8.0	9.2	-----	29	67	30	2	1	8	11		33.4	25.5	19.9			25.0	19.5	
23.	93.	80.	51.		7.7	8.0	8.9	-----	71	58	69		5	1	9	2	----	25.2	22.0		----		21.3	
23.	ALL	75.	32.	15.	8.5	9.5	9.7	10.2	67	44	63	12	9	9	11	8	29.9	24.0	20.2	18.4	28.9	22.4	18.8	17.2
23.	98.	89.	44.	35.	8.2	8.8	10.6	10.2	106	122	64	14	17	17	16	17	29.2	23.9	20.6	18.4	28.7	23.5	21.7	17.8
24.	94.	83.	81.	52.	8.1	8.2	8.6	8.5	77	59	49	20	13	10	19	11	29.5	24.1	20.4	18.4	30.0	23.2	21.0	18.5
23.	ALL	90.	24.		7.0	7.9	8.9	-----	38	23	22	3	5	8	7	1	----	25.3	19.4	----	----	23.9	19.8	
23.	99.	82.	51.	30.	7.5	7.9	8.8	8.7	136	58	71	11	21	20	22	9	30.6	25.2	22.3	20.3	30.2	24.7	21.5	18.6
24.	ALL	ALL	72.	15.	8.1	7.7	8.2	8.6	27	104	117	8	5	14	22	5	----	23.0	19.6	----	----	22.8	19.3	----
12.	ALL	75.	37.	7.	-----	9.7	10.3	10.4	2	14	10	1	2	6	17	13	----	20.4	17.3	----	----	20.6	17.3	----
26.								10.0				87				46				26.0				24.2
25.												114				68				22.3				21.5
20.				72.				17.7				86				37				24.4				23.3
16.												26				13				23.2				20.5
18.				68.								24				7				21.4				19.9
23.				75.				17.8				45				39				24.3				22.9
21.	ALL	ALL	44.		-----	13.3	15.0	17.0	3	5	29	11			3	6	----	----	----	19.6			----	18.6
17.				68.								30				13				24.0				19.5
15.	96.	29.	14.	8.					243	147	106	24	13	13	44	24	37.7	26.5	23.1	20.8	35.9	28.3	22.5	18.5
21.					15.0	15.0	15.0	15.0	5	6	7	8	2	3	3	7	----	----	----	----		----	----	----
12.									2		11	12				20			9.1	8.3				8.3
15.		ALL	80.							1	3	13			2	8			----	10.6				10.7
16.												2				13				----				----
21.	86.	95.	56.	3.	5.2	5.2	5.2	5.2	25	40	49	37	12	33	61	59	17.4	13.8	12.1	9.4	17.1	13.8	11.0	9.7
16.									1	6	2	2		4	1	1		----				----		
15.		ALL		35.						2	1	14		5		37		----		10.6		----		10.3
30.				16.						2		12				15				10.2				8.3
22.	99.	97.	76.	16.	6.5	6.0	1.6	18.7	141	176	147	62	71	176	145	91	26.0	20.3	17.0	13.5	24.7	19.3	15.7	13.4
22.	99.	90.	63.	50.	11.9	8.5	10.5	16.2	122	93	62	40	19	51	50	42	29.4	23.3	19.4	14.3	25.3	19.6	17.7	17.5
22.	ALL	80.	80.	14.		2.0	2.0	3.0	5	10	26	29	2	5	23	27	----	----	16.7	11.7		----	16.5	13.1
19.	88.	88.	83.	23.					6	10	49	21	2	14	38	45	25.3	20.2	16.2	13.3		19.2	15.3	13.5
15.	43.	20.	7.		.8	7.7	15.9	8.3	17	27	36	4	4	8	18	10	----	24.2	20.8	----	----	25.0	22.9	----
6.												15				10				9.0				9.5
37.	80.	50.	24.		19.1	16.9	17.3	17.4	8	12	14	7	2	6	11	5	----	23.9	21.3	----	----	25.1	20.7	----
7.				79.								32				21				14.4				14.8

APPENDIX II

MEDICAL SCHOOL PRECLINICAL DEPARTMENTS (12-MONTH BASIS)

NAME OF INSTITUTION	NUMBER OF FULL-TIME FACULTY PR	AO	AI	IN	AR	AVERAGE SALARY BY RANK PR	AO	AI	IN	AR	BEN.AS % SALARY AR
CASE WESTERN RES SCH OF MED	17	29	25	8	79	43.4	34.3	29.0	20.4	33.2	29.6
CORNELL UNIV MEDICAL COLL	15	16	14	2	47	52.2	40.4	31.4	----	40.8	22.1
CREIGHTON UNIV SCH MED	12	6	13		31	39.3	31.2	32.1		34.7	14.0
DARTMOUTH MEDICAL SCH	17	12	9	1	39	45.6	34.3	26.7	----	37.2	25.8
DUKE UNIVERSITY SCH MED	38	26	43	11	118	50.1	36.7	28.3	22.8	36.7	23.0
EAST CAROLINA U SCH MED	7	11	15		33	43.7	34.9	26.7		[illegible]	18.2
EAST TENN ST UNIV COLL MED	9	11	13	1	34	46.5	30.5	23.7	----	[illegible]	21.6
EMORY UNIVERSITY MED SCH	22	28	17	7	74	49.9	34.4	28.7	20.6	[illegible]	17.3
EASTERN VA MED SCH	5	14	12	1	32	----	29.9	25.8	----	[illegible]	15.0
HARVARD UNIV MED SCH	40	30	40	8	118	56.0	36.3	29.8	27.1	[illegible]	20.4
JOHNS HOPKINS SCH OF MED	19	18	34	10	81	54.6	40.2	31.1	23.8	37.8	20.3
LOMA LINDA UNIV SCH OF MED	14	16	5		35	38.9	31.7	----		33.9	12.0
LSU SCH MED IN NEW ORLEANS	15	24	39	7	85	40.7	36.0	29.3	25.0	34.5	11.5
LOYOLA UNIV STRICK SCH MED	8	15	12		35	41.8	34.1	28.6		33.9	15.3
MEDICAL COLL OF GEORGIA	21	40	22	6	89	45.7	35.4	26.4	21.3	34.7	15.0
MEDICAL COLL OF PENN	8	16	14	2	40	46.8	34.7	27.6	----	33.7	22.0
MEDICAL COLL WISCONSIN	16	23	20	3	62	47.4	34.5	25.9	----	34.2	17.0
MED UNIV OF S C SCH OF MED	33	33	6		72	48.2	36.5	21.3		40.6	15.4
MICH ST UNIV COLL HUMAN MED	38	16	18	1	73	46.0	34.9	26.2	----	38.4	18.4
HAHNEMANN MED COLLEGE	10	13	20	16	59	40.6	35.1	28.6	22.1	30.3	20.0
COLL MED&DENT OF N J	24	22	27		73	56.3	46.0	33.3		44.7	20.0
NEW YORK UNIV SCH MED	29	32	31	9	101	61.6	41.5	27.2	15.2	40.6	19.5
OHIO STATE UNIV COLL MED	35	21	16		72	44.7	33.6	27.6		37.7	17.3
ORAL ROBERTS UNIV SCH MED	8	13	14		35	44.6	35.6	28.0		34.6	22.5
PENN ST U HERSHEY MED CTR	14	25	19	2	66	46.2	36.9	25.6	----	33.7	17.3
RUSH MEDICAL COLLEGE	16	16	50	8	90	61.8	44.1	29.6	27.4	37.7	15.0
ST LOUIS UNIV SCH OF MED	13	28	23	7	71	40.2	33.3	23.9	19.3	30.1	17.0
STANFORD UNIV SCH OF MED	25	4	11		40	61.2	----	31.4		50.9	17.0
SUNY BUFFALO HLTH SCI CTR	58	64	9		131	39.9	26.4	22.1		32.1	23.5
SUNY DPWNSTATE MED CTR		18	47	157	223		40.7	32.1	20.2	30.0	18.8
SUNY STONY BROOK HLTH SCI CTR	15	25	30	127	208	55.5	42.6	27.4	23.2	28.8	17.1
SUNY UPSTATEMEDICAL CTR	3	13	23	253	292	----	31.3	24.0	17.7	19.0	25.1
TEXAS TECH UNIV SCH OF MED	15	21	11		47	54.1	37.5	29.9		41.0	20.0
TUFTS UNIVERSITY SCH MED	17	10	12		39	45.3	36.5	27.4		37.5	19.4
TULANE SCHOOL OF MED	16	18	13	2	49	42.4	32.1	24.2	----	33.0	19.9
UNIV OF ARKANSAS MED SCI	68	71	133	44	316	57.3	44.2	31.3	18.6	30.0	17.0
UNIV CHICAGO PRITZKER MED	40	31	21		92	48.3	34.8	28.8		39.3	22.1
UNIV OF CINTI COLL MED	19	20	18	2	59	47.2	35.1	29.8	----	37.1	26.8
UNIV OF COLO HLTH SCI CTR	125	104	138	61	428	64.0	50.1	44.2	29.2	49.5	14.4
UNIV OF CONN SCH OF MED	14	9	18	3	44	51.3	37.4	30.8	----	37.9	19.3
UNIV OF FLORIDA COLL MED	25	20	25		70	46.3	33.9	28.0		36.2	10.5
UNIV OF HAWAII SCH OF MED	24	14	5	3	46	40.4	27.9	----	----	33.3	19.0
UNIV OF IOWA COLL OF MED	38	19	24	4	85	47.6	38.3	32.3	----	40.0	21.4
UNIV OF KANSAS MED CTR	23	19	11		53	42.3	32.4	26.4		35.4	14.7
UNIV KENTUCKY COLL OF MED	15	16	9	1	41	41.6	34.1	28.1	----	35.1	17.0
UNIV LOUISVILLE SCH OF MED	19	21	24	4	68	43.8	35.7	27.8	----	34.3	19.3
UNIV MICHIGAN MED SCH	66	30	19	1	116	51.2	36.7	28.6	----	43.6	25.0
UNIV OF MINN MED SCHOOL	34	17	19	3	73	45.9	35.8	26.5	----	37.5	24.9
UNIV OF MINN DULUTH SCH MED	2	16	10	2	30	----	27.9	23.5	----	26.5	18.9
UNIV OF MISS SCH OF MED	13	28	4		45	35.5	25.4	----		27.8	16.9
UNIV MISSOURI KANS CITY	4	2	1		7	----	----	----		35.3	17.2
UNIV MISSOURI COLUMBIA SCH MED	20	20	14		54	36.9	30.7	24.9		31.5	10.2
UNIV NEBRASKA COLL OF MED	16	38	16	1	71	46.5	34.0	27.4	----	35.1	10.7
UNIV NEVADA RENO SCH MED	7	9	3		19	45.9	32.8	----		37.1	10.7
UNIV NEW MEXICO SCH OF MED	9	11	10		30	45.6	33.7	27.7		33.7	15.1
UNIV NORTH CAROLINA SCH MED	37	57	35	11	140	48.7	36.2	31.2	21.0	37.1	16.4
UNIV NORTH DAKOTA SCH MED	10	11	6	2	29	43.5	36.5	31.8	----	36.8	16.1
UNIV OKLAHOMA COLL OF MED	19	22	14		55	38.8	31.3	26.9		32.7	20.0
UNIV OREGON MED SCHOOL	28	17	16	4	65	41.7	36.0	28.8	----	35.7	27.5
UNIV PENNSYLVANIA MED SCH	57	25	33		115	52.8	35.6	26.8		41.6	23.7
UNIV PITTSBURGH SCH OF MED	12	13	18		43	50.3	35.2	28.2		36.5	22.0
UNIV PUERTO RICO SCH OF MED	5	11	24	5	45	----	29.1	24.0	----	25.6	22.2
UNIV ROCHESTER MED SCH	33	53	30	5	121	48.9	35.0	26.2	----	35.8	30.0
UNIV SOUTH CAROLINA SCH MED	5	18	12		35	----	37.1	29.7		36.0	15.5
UNID SOUTH DAKOTA SCH MED	9	8	7		24	42.4	29.5	23.3		32.5	12.5
UNIV SOUTH FLORIDACOLL MED	3	20	12		35	----	37.5	28.3		44.1	8.5
UNIV SOUTHERN CALIF SCH MED	17	23	14		54	59.4	40.7	30.4		43.9	19.2
UNIV TENN BASIC &MED	37	28	20	5	90	42.4	30.5	25.8	----	33.7	21.0
UNIV OF UTAH COLL OF MED	27	23	19	10	79	43.3	33.4	27.3	25.2	34.3	23.4
UNIV OF VERMONT COLL MED	11	16	9		36	40.7	33.0	29.9		34.6	22.4
UNIV VIRGINIA SCH OF MED	25	16	28	1	70	45.4	35.7	25.5	----	34.9	15.0
UNIV WASHINGTON SCH OF MED	45	35	22		102	48.9	36.0	30.3		40.5	10.1
UNIV WISCONSIN MED SCH	43	35	15		93	45.7	34.5	28.5		38.7	21.4
VANDERBILT UNIV SCH OF MED	26	17	31	8	82	49.7	35.9	28.1	20.0	35.8	19.2
VA COMMONWEALTH U BAS SCI	8	25	54	38	139	62.6	45.0	35.1	27.9	34.7	15.4
WASHINGTON UNIV SCH OF MED	41	21	12	5	79	54.6	38.4	32.0	----	44.8	15.5
WAYNE STATE UNIV MED SCH	28	45	18		91	45.6	34.6	29.2		36.9	21.0
WRIGHT STATE UNIV SCH OF MED	7	20	23	3	53	47.7	33.2	26.0	----	31.1	29.5
YALE UNIV SCH OF MED	23	11	20		54	57.3	35.3	28.4		42.1	16.6
YESHIVA EINSTEIN COLL MED	29	24	31	3	87	54.5	43.6	33.2	----	42.8	24.0

NOTES TO APPENDIX I

1. A factor of 9/12 (or 75.0 percent) was used to convert salaries other than 9-month to a standard academic-year basis.
2. A factor of 76.9 (or fiscal year divided by 1.30) was used to convert salaries other than 9-month to a standard academic-year basis.
3. A factor of 80.0 percent was used to convert salaries other than 9-month to a standard academic-year basis.
4. A factor of 10/12 (or 83.3 percent) was used to convert salaries other than 9-month to a standard academic-year basis.
5. A factor of 9/10.5 (or 85.7 percent) was used to convert salaries other than 9-month to a standard academic-year basis.
6. A factor of 9/10 (or 90.0 percent) was used to convert salaries other than 9-month to a standard academic-year basis.
7. *Pacific Oaks College*—A factor of 10/11 (or 90.9 percent) was used to convert salaries other than 9-month to a standard academic-year basis.
8. *Naval Postgraduate School*—A formula of 9/(10-L) was used to convert 10-month academic year salaries to a standard academic basis (where L is the annual leave earned during a 10-month academic year and depends on the number of years of government service).
9. *University of California System*—A factor of 86.0 percent was used to convert salaries other than 9-month to a standard academic-year basis.
10. *University of Northern Colorado*—A factor of 81.2 percent was used to convert salaries other than 9-month to a standard academic-year basis.
11. *University of Connecticut and other public Connecticut institutions*—For 1981–82, the TIAA-CREF retirement component is 6.4 percent of salary. The contribution to the vested plan will increase automatically each year by 0.4 percent until 1985. The contribution to the state retirement plan, which has a ten-year vesting provision and therefore is not countable, is an additional 2.46 percent, or a total of 8.86 percent.
12. *University of South Florida*—Data apply to both the Tampa and St. Petersburg campuses.
13. *University of Hawaii*—The cost of living in Hawaii is noticeably higher than in other university cities, and the figures in the report are not adjusted for this fact. Although cost of living surveys do not clearly reflect variations among individuals and climate, they may be useful for comparison. The Bureau of Labor Statistics data on living costs in Honolulu for fall, 1981, show that annual costs based on a higher living standard for a four-person family were 25 percent above those in San Francisco.
14. *Loyola University of Chicago*—A factor of 85.0 percent was used to convert salaries other than 9-month to a standard academic-year basis.
15. *Quincy College*—The symbol "LFO" which appeared in the 1980–81 Annual Report was in error. The data for both last year and this year applied to lay and clerical faculty.
16. *Goshen College*—A factor of 87.5 percent was used to convert salaries other than 9-month to a standard academic-year basis.
17. *Indiana Vocational Technical Colleges*—A factor of 78.1 percent was used to convert salaries other than 9-month to a standard academic-year basis.
18. *Purdue University*—The overall salary increases were provided by the institution, but the figures by rank have been estimated by the AAUP.
19. *Valparaiso University*—The data do not reflect the salary supplement of $250 given all permanent faculty members after the submission of the report.
20. *Kirkwood Community College*—A factor of 86.5 percent was used to convert salaries other than 9-month to a standard academic-year basis.
21. *Haskell Indian Junior College*—A factor of 95.0 percent was used to convert salaries other than 9-month to a standard academic-year basis.
22. *Murray State University*—A factor of 86.9 percent was used to convert salaries other than 9-month to a standard academic-year basis.
23. *Louisiana State University and A & M College*—Data also include the Center for Agr. Sciences & Rural Development and the Law Center.
24. *Blue Hills Technical Institute*—A factor of 81.3 percent was used to convert salaries other than 9-month to a standard academic-year basis.
25. *Suffolk University*—Data exclude the Law School.
26. *University of Minnesota System*—The data do not include a 10 percent salary increase approved in January, 1982, but retroactive to the beginning of the academic-year (i.e., July 1 and September 16, 1981 for 12-month and 9-month appointments, respectively).
27. *Southwest Missouri State University*—Data also include West Plains Residence Center.
28. *Cornell University (Endowed Colleges)*—Data include the Colleges of Architecture, Art and Planning, Arts and Sciences, Engineering, the School of Hotel Administration, the Law School, the Graduate School, the Graduate Schools of Business and Public Administration, and Nutrition.
29. *New York University*—Revised data submitted too late for inclusion in the 1980–81 Annual Report affected the number of men faculty as well as the average for each rank. The number of men faculty should have been 405,243,157, and 40 for the ranks of professor, associate, assistant, and instructor respectively. The average salaries (i.e., men and woman) should have been 38.5, 26.8, 21.5, and 19.2; the average compensations 43.2, 30.5, 24.6, and 22.0.
30. *St. Bonaventure University*—The salary increase for the rank of assistant professor published in the 1980–81 Annual Report was incorrect. The correct figure should have been 16.7 instead of 10.7.
31. *SUNY Agri. Tech. College*—The average salaries for the rank of Associate Professor and for "All Ranks Combined" published in the 1980–81 Annual Report were erroneous. The correct figures should have been 21.4 and 20.6, respectively.
32. *SUNY Coll. Envrnmtl. Sci. & Forestry*—The average salaries for the rank of Professor and for "All Ranks Combined" published in the 1980–81 Annual Report were erroneous. The correct figures should have been 26.7 and 23.6, respectively.
33. *SUNY College at Oswego*—The average salaries for the rank of Professor and for "All Ranks Combined" published in the 1980–81 Annual Report were erroneous. The correct figures should have been 28.7 and 21.8, respectively.
34. *SUNY At Albany*—The average salaries for the rank of Professor and for "All Ranks Combined" published in the 1980–81 Annual Report were erroneous. The correct figures should have been 35.5 and 27.0, respectively.
35. *SUNY At Stony Brook*—The average salary for "All Ranks Combined" published in the 1980–81 Annual Report was erroneous. The correct figure should have been 27.4.
36. *U.S. Merchant Marine Academy*—A formula of 9/(10-L) was used to convert 10-month salaries to a standard academic-year basis (where L is the annual leave earned during the 10-month

academic year and depends on the number of years of government service).

37. *East Carolina University*—Data also include the Fort Bragg Extension Center.

38. *Air Force Institute of Technology*—Data do not include military faculty whose compensation are determined by their military rank.

39. *Hebrew Union College*—Entire System—Data include New York, Cincinnati, and Los Angeles campuses. Because Hebrew Union-Jewish Institute of Religion, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full-professor level at the top of the scale, average salary and compensation figures reflect an upward skewing for this institution which can be deceptive.

40. *Pennsylvania State College and University System*—Data do not include the Commonwealth's contribution to meet an unfunded retirement liability which this year is 10.02 percent of salary in addition to the 7.83 percent for its normal contribution to the retirement funds.

41. *Franklin and Marshall College*—The data shown under "men" include both men and women combined.

42. *Tennessee Board of Regents System & University of Tennessee System*—Faculty members have an option to participate in the TCRS or TIAA-CREF retirement plans. For the purpose of this report, the retirement component has been calculated at 5 percent of the social security base and 5½ percent of the balance, which represents the contribution to TIAA-CREF, the vested plan.

43. *Public Texas Four-Year-and-Up Institutions*—The average compensation also includes a portion of the employee's contribution to the Federal Social Security program which is 5.85 percent of the first $16,500 of salary, paid by the State. A factor of 9/12 (or 75.0 percent) has been used to convert salaries other than 9-month to a standard academic-year basis for the following institutions: Angelo State, Austin Peay State, Delmar State, Laredo State, Sul Ross State, Stephen F. Austin State, Texas A&I, Texas A&M, and the University of Houston.

44. *Utah Technical College*—A factor of 80.0 percent was used to convert salaries other than 9-month to a standard academic-year basis.

45. *Washington and Lee University*—Data do not include Law.

46. *University of Puget Sound*—Data do not include Law.

47. *College of the Virgin Islands*—Data also include the St. Croix campus.

48. *Boston University*—A 6.5 percent across-the-board was used to estimate the 1981–82 salary levels even though the actual percentage increases by rank were somewhat higher in the lower ranks than in the upper ranks. Merit/equity pool, amounting to an additional 3 percent of salary, the distribution of which was not available at the time of submission for this report, is not therefore reflected in these figures. The average compensation levels were estimated using the same percentage of benefits as that published in the 1980–81 report.

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South Pacific

Our South Pacific tour, October 26 to November 14, will take you to Melbourne, Canberra, and Sydney, Australia before flying across the Tasman Sea to New Zealand. There you will see both the south and north islands which contain some of the most beautiful scenery in the world, as well as boiling mud pits and a "breathing" lake! Then fly to Fiji for a few days before returning to the U.S.A. The $3,911 charge includes round-trip air from Los Angeles (almost half the cost of the tour), hotels, meals, and lots of sightseeing.

Far East

On November 3, depart from the west coast to the Far East for either 15 or 20 days. You'll see Tokyo, Nagasaki, and Kyoto in Japan before flying on to lovely Taiwan. You'll end your holiday in Hong Kong on the 15-day tour—or extend for 5 days to Bangkok and Singapore. The tour includes round-trip air, great hotels, sightseeing, and meals. An unusual and lovely tour!

Yugoslavia

Portoroz is a small city in Yugoslavia on the Adriatic (just south of Trieste, Italy), so named because of the profusion of roses that bloom in January. Beginning this fall and running through April, 1983, $300 per person will include staying in a deluxe hotel, transfers, and two meals a day—all for 14 nights! Options are available for extending your stay as well as sightseeing. Air from the U.S.A. must be added but is very reasonable. Think about this destination when the winds whip across the plains this winter!

Passion Play

The internationally known Passion Play will celebrate its 350th Anniversary in 1984. We have an allotment of seats in conjunction with various tours and already have many repeat members who went in 1980! All tours include first class tickets to the Play, as well as motorcoach touring, hotels, and meals.

Germany

The Year of Luther is in 1983 and we're planning several departures with motorcoach tours, visiting his birthplace of Eisleben in East Germany as well as the Luther Exhibition in Nuremberg. Contact us for our brochure.

Solar Eclipse in Java

On June 11, 1983, there will be a solar eclipse of exceptional duration which can best be viewed from the island of Java. We're planning a tour that will include Bangkok and Bali as well as Hong Kong. You need not be an astronomer to be interested!

Low cost air fares (not charters) are available to major European cities.

Note: All air fares are subject to change at any time, and because they change so fast, we request that you call us for quotes.

We offer discounts on cruises for members.

Those interested in receiving a monthly newsletter with future trips and travel tips may send a self-addressed, stamped envelope (one time only) with their request.

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Chemical Engineering

The University of Adelaide invites applications for appointment to the Chair of Chemical Engineering (A1398). Applications are invited from qualified persons in any area of chemical engineering. The present research interests of the department are in the fields of fluid and particle mechanics, reaction kinetics, direct digital control of chemical plant and reversible heat pump systems. Salary: $A43,904 per annum. A document setting out the formal terms of appointment and a statement providing details about the University and the department can be obtained from the Registrar of the University. Applications, giving the particulars listed in paragraph 9 of the statement, should reach the Registrar of the University of Adelaide, GPO Box 498, Adelaide, South Australia 5001, Telex: UNIVAD 89141, as early as possible but not later than September 15, 1982.

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Dividend

ANNOUNCEMENT

THE ASSOCIATION IS PLEASED TO ANNOUNCE that AAUP members currently insured under the AAUP Group Life Insurance program underwritten by American Heritage Life Insurance Company, and who were so insured during the policy year July 1, 1980 through June 30, 1981, will receive premium dividend credits of approximately 10% on their next premium statement. Nearly $40,000 will be returned to AAUP members who have enrolled in one of the AAUP's most valuable membership benefits.

Letters to each eligible certificate holder will be mailed shortly and will state the precise amount of credit that will be applied to the premium.

PLAN HIGHLIGHTS

A maximum amount of $100,000 is available. Spouses of AAUP members are eligible for amounts of insurance which do not exceed the amount of member coverage. This provides members with the type of family coverage which is becoming more attractive for two-income households. These tax-free spouse benefits can also be used to help offset the estate tax if the member is deceased. A 5% rate reduction for nonsmokers was installed in July, 1981.

For more information about the AAUP Group Term Life Insurance Plan and other Association member benefits, call the Plan Administrator, Kirke-Van Orsdel Incorporated, toll free at 800-247-2192 (from Alaska, Hawaii, and Iowa, call collect 515-243-1776) or write AAUP Insurance Plans:

AAUP INSURANCE PLANS
c/o Kirke-Van Orsdel Incorporated
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Des Moines, IA 50309

AAUP
AMERICAN ASSOCIATION
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MEMBERSHIP SERVICES

Professional Liability Insurance

This program provides coverage up to $500,000 at an annual fee of $30. The plan offers protection for AAUP members with respect to their professional duties, including activities connected with judgments about salary, rank, and tenure.

◆

Group Term Life Insurance Program

Up to $100,000 of term life protection available to AAUP members and their families at low group rates. All members under age 70 are eligible to apply.

◆

Excess Major Medical Insurance

For AAUP members under age 65 and their families, this plan provides excess coverage of $1,000,000 once a deductible of $15,000 has been satisfied. This plan gives a family needed protection in the event of a catastrophic illness.

◆

Disability Income Protection

For members under age 60, this program can provide income protection insurance of up to $1,000 per month. Group rates and a wide range of monthly amounts make this an attractive service for AAUP members.

◆

Hospital Indemnity Insurance

This supplemental plan provides daily benefits on top of your present coverage—extra cash in time of need for the incidental expenses or uncovered costs which can add up so quickly. All members, regardless of age, are guaranteed acceptance. A special Medicare Supplement Plan is offered for members over age 65.

◆

Car Rental Discount Plan

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For More Information
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CENSURED ADMINISTRATIONS

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and more than 100 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May, 1978, issue of the *AAUP Bulletin*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the parenthesized *Bulletin* or *Academe* citations following each listing. Reference should also be had to "Developments Relating to Censure by the Association," which appears in each May issue of *Academe*, and to the annual "Report of Committee A."

South Dakota State Colleges and Universities under South Dakota State Board of Regents (September, 1961, pp. 247–255)	1962
Censure was voted specifically on the Board of Regents of Education of the State of South Dakota, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the Regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, pp. 306–313).	
Grove City College (Pennsylvania) (March, 1963, pp. 15–24)	1963
College of the Ozarks (Arkansas) (December, 1963, pp. 352–359)	1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.	
Nebraska State Colleges (December, 1964, pp. 347–354)	1965
Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.	
Amarillo College (Texas) (September, 1967, pp. 292–302)	1968
Southern University (Louisiana) (March, 1968, pp. 14–24)	1968
Troy State University (Alabama) (September, 1968, pp. 298–305)	1969
Frank Phillips College (Texas) (December, 1968, pp. 433–438)	1969
Central State University (Oklahoma) (March, 1969, pp. 66–70)	1969
Laredo Junior College (Texas) (December, 1970, pp. 398–404)	1971
Southern Arkansas University (March, 1971, pp. 40–49)	1971
Tennessee Wesleyan College (March, 1971, pp. 53–57)	1971
Onondaga Community College (New York) (June, 1971, pp. 167–174)	1972
Armstrong State College (Georgia) (March, 1972, pp. 69–77)	1972
Colorado School of Mines (March, 1973, pp. 73–79)	1973
McKendree College (Illinois) (March, 1973, pp. 86–92)	1973
Rider College (New Jersey) (March, 1973, pp. 93–100)	1973
Camden County College (New Jersey) (September, 1973, pp. 356–362)	1974
Voorhees College (South Carolina) (March, 1974, pp. 82–89)	1974
Virginia Community College System (April,1975, pp. 30–38)	1975
Concordia Seminary (Missouri) (April, 1975, pp. 49–59)	1975
Houston Baptist University (April, 1975, pp. 60–64)	1975
Murray State University (Kentucky) (December, 1975, pp. 322–328)	1976
Arizona State University (April, 1976, pp. 55–69)	1976
Blinn College (Texas) (April, 1976, pp. 78–82)	1976
Marquette University (Wisconsin) (April, 1976, pp. 83–94)	1976
University of Texas Health Science Center at Houston (December, 1976, pp. 364–368)	1977
City University of New York (April, 1977, pp. 60–81)	1977
University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, pp. 82–87)	1977
Wilkes College (Pennsylvania) (April, 1977, pp. 88–93)	1977
State University of New York (August, 1977, pp. 237–260)	1978
University of Detroit (March, 1978, pp. 36–54)	1978
Phillips County Community College (Arkansas) (May, 1978, pp. 93–98)	1978
University of Maryland (May, 1979, pp. 213–227)	1979
University of Texas of the Permian Basin (May, 1979, pp. 240–250)	1979
Wingate College (North Carolina) (May, 1979, pp. 251–256)	1979
Olivet College (Michigan) (April, 1980, pp. 140–150)	1980
Nichols College (Massachusetts) (May, 1980, pp. 207–212)	1980
Bridgewater State College (Massachusetts) (April, 1981, pp. 86–95)	1981
Harris-Stowe State College (Missouri) (May, 1981, pp. 133–142)	1981
Yeshiva University (New York) (August, 1981, pp. 186–195)	1982
Eastern Oregon State College (May–June, 1982, pp. 1a–8a)	1982

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